

# **Comprehensive Reform**

The background is a solid blue color. On the right side, there is a dark blue arc that curves from the top towards the bottom, creating a sense of depth or a shadow effect.

# Guiding Principle

“Always do what’s best for children  
as long as it’s fair for educators”

# Operation Public Education's Comprehensive Reform

- Focused on improving student achievement
- Transformative rather than punitive
- Fair to educators and credible to the public

# Units of Accountability

- *No Child Left Behind: A K-12 Watershed*
  - Holds schools accountable for student performance
- *Operation Public Education* complements NCLB by helping schools reach AYP
  - Holds students accountable
  - Holds individual teachers and administrators accountable

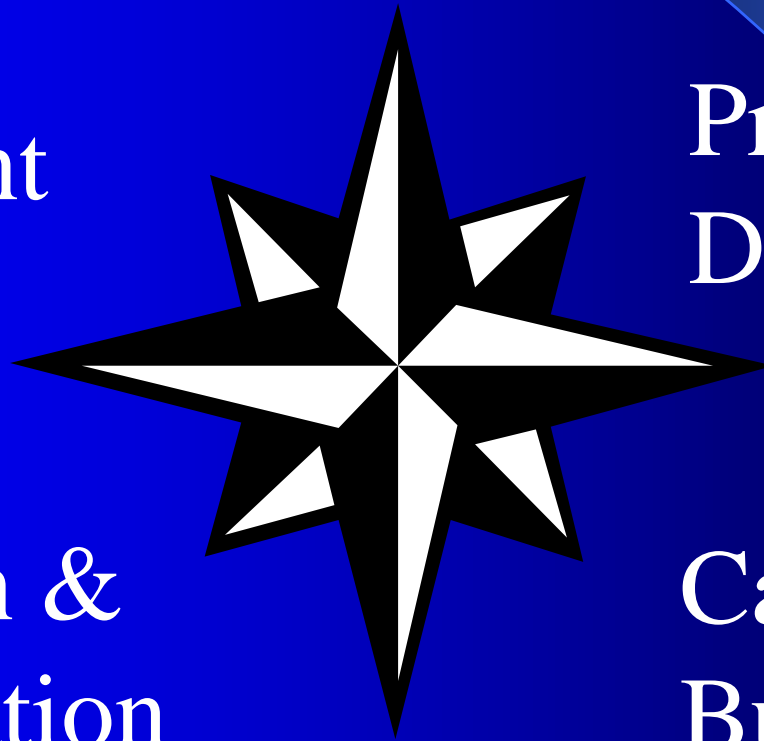
# Four Areas

Assessment

Professional  
Development

Evaluation &  
Compensation

Capacity-  
Building



# Assessment

- Value-added analysis
- Common metric
- Much improved end-of-the-year *summative* exam that measures higher-order thinking skills
- Integrated *formative* testing regime over school year that provides teachers at 4-6 week intervals with pedagogical interventions to increase student achievement

# Evaluation & Compensation

## Evaluation

- A system that for the first time considers student learning results – *outputs* – along with multiple *input* measures through an improved observation process
  - Value-added progress
  - Charlotte Danielson framework

# Association for Supervision & Curriculum Development (ASCD)

Observation protocols in four domains:

- Planning and preparation
- Classroom environment
- Instruction
- Professional responsibilities

# Peer Review

- All observations in these domains are conducted by expert peers

# Value-Added: Three Instructional Results



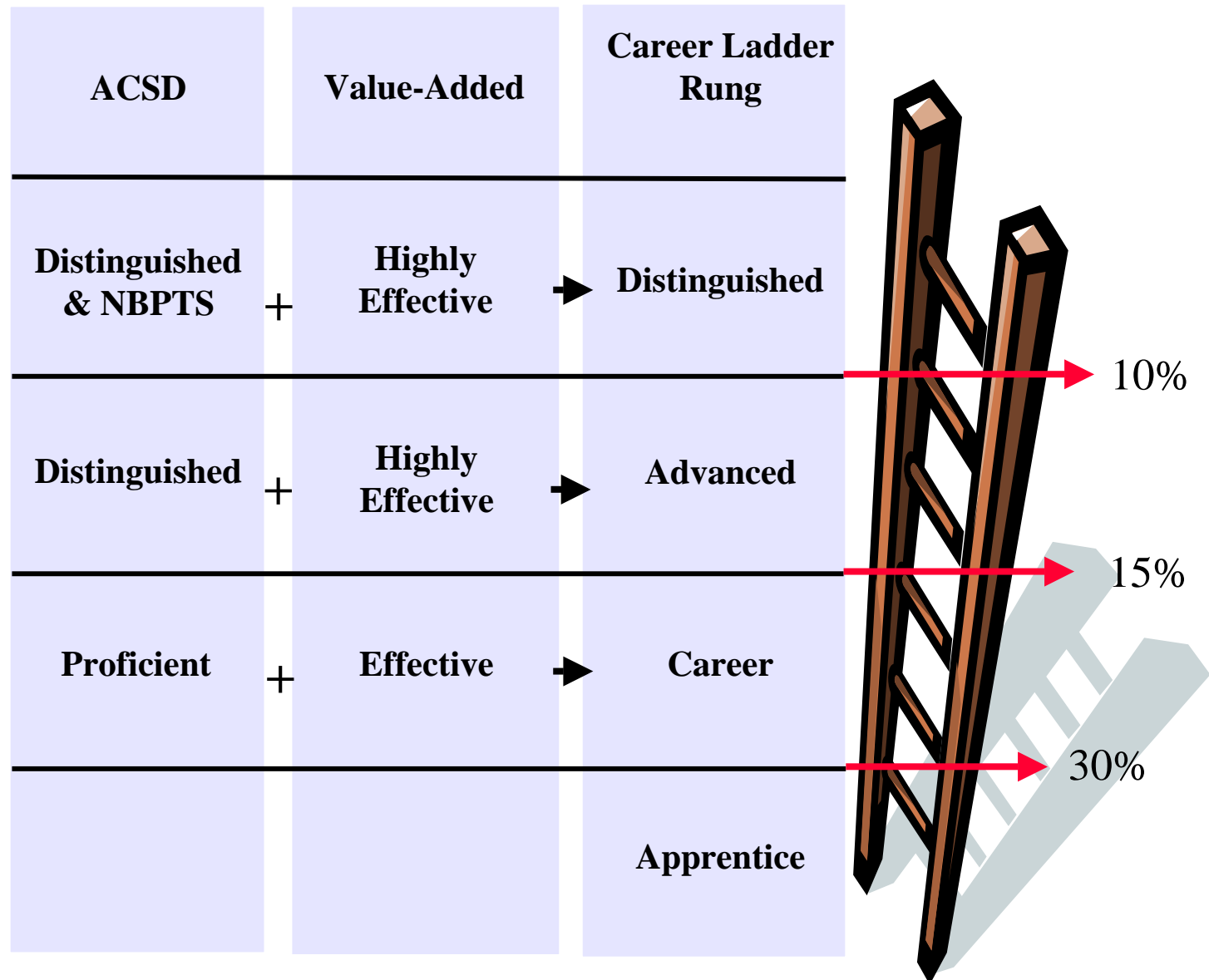
(using a 3-year running average)

# Evaluation & Compensation

## Compensation

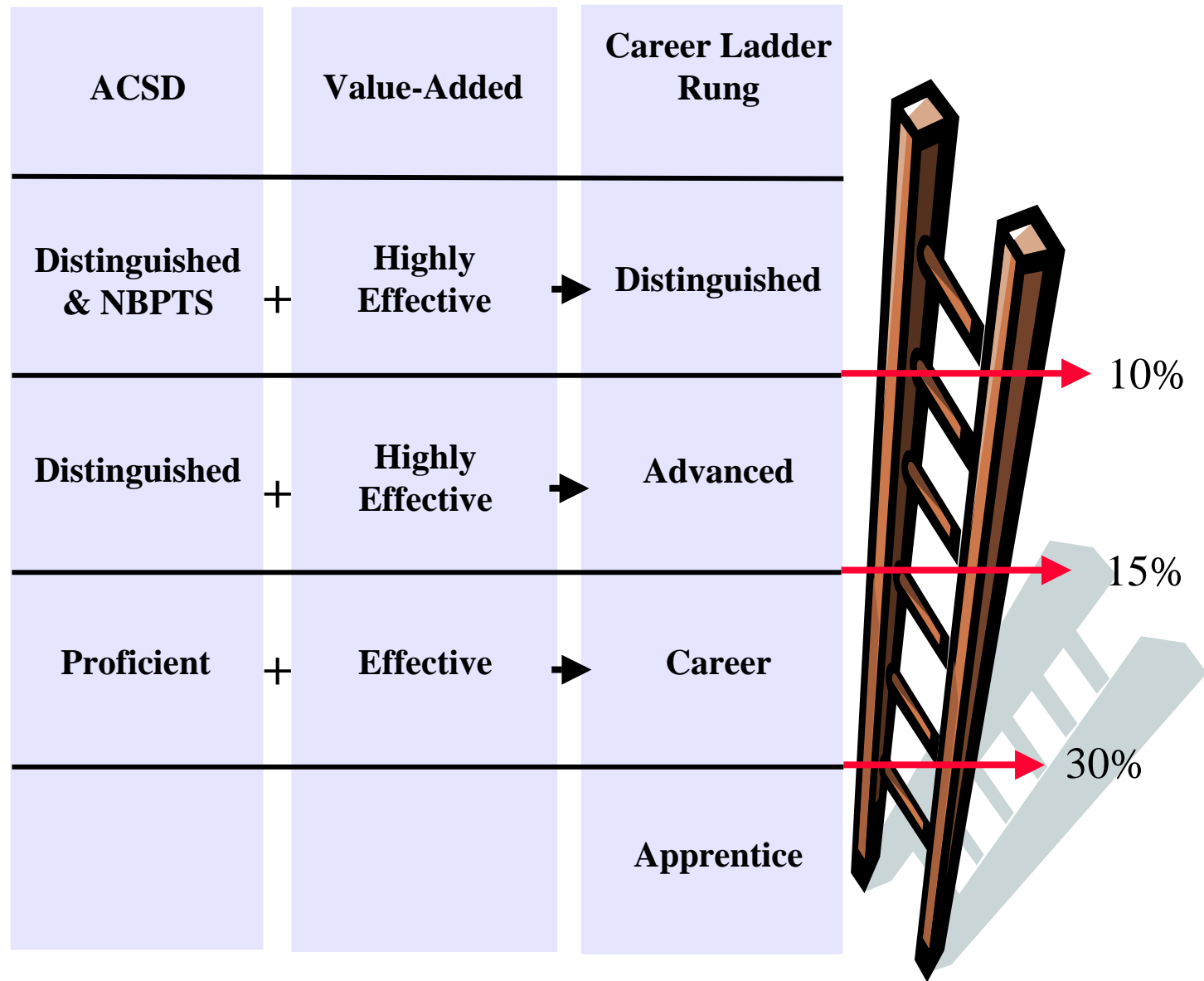
- Career ladders that allow educators to advance based on their knowledge and skills and on the learning gains of their students
  - Stages for apprentice, career, advanced and distinguished teachers
  - Not merit pay

# Teacher Career Ladder



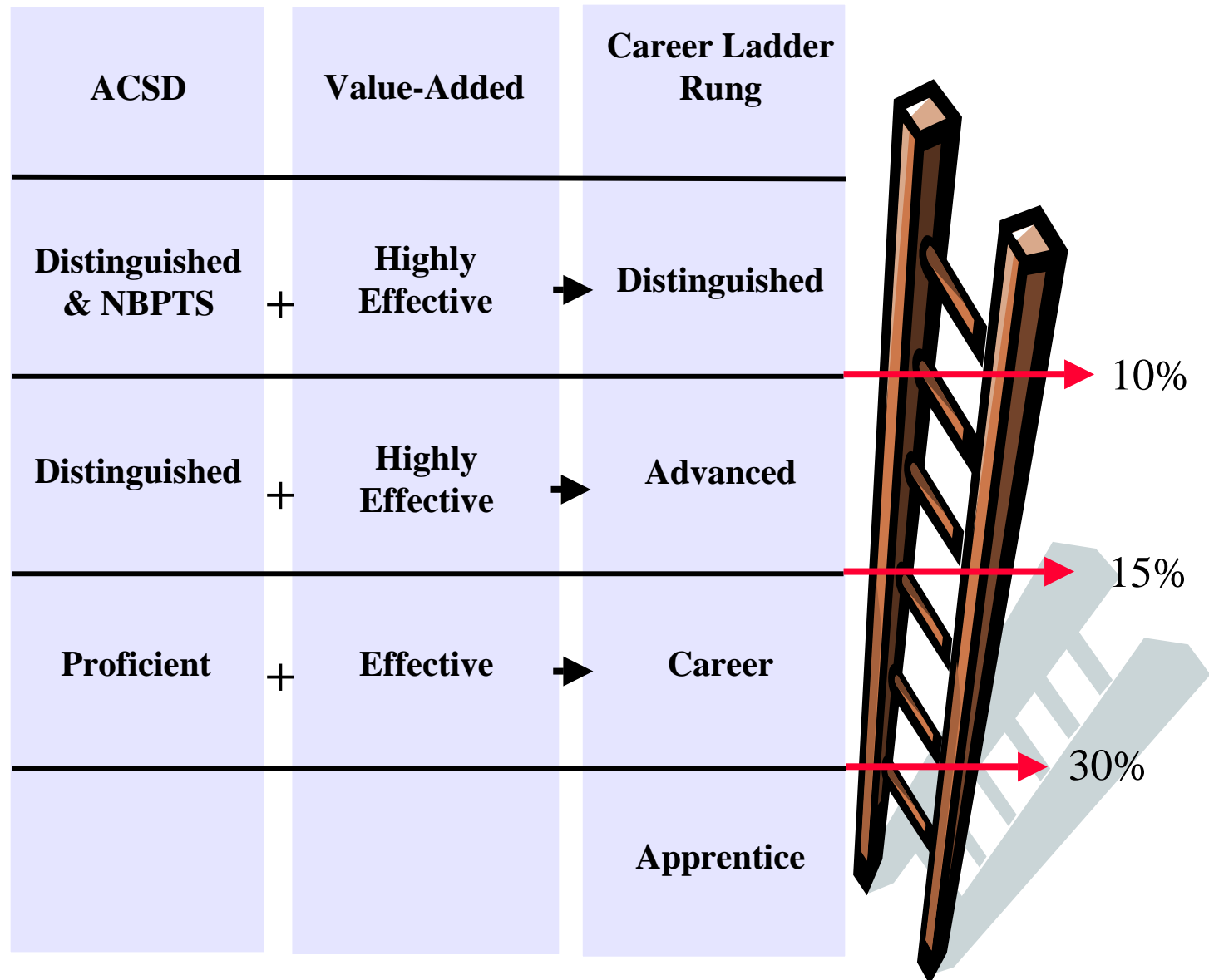
# Teacher Career Ladder

Teachers have up to six years to earn Career status – roughly the same as tenure in the current system. As long as they continue to demonstrate their proficiency, teachers can then remain on the Career rung.



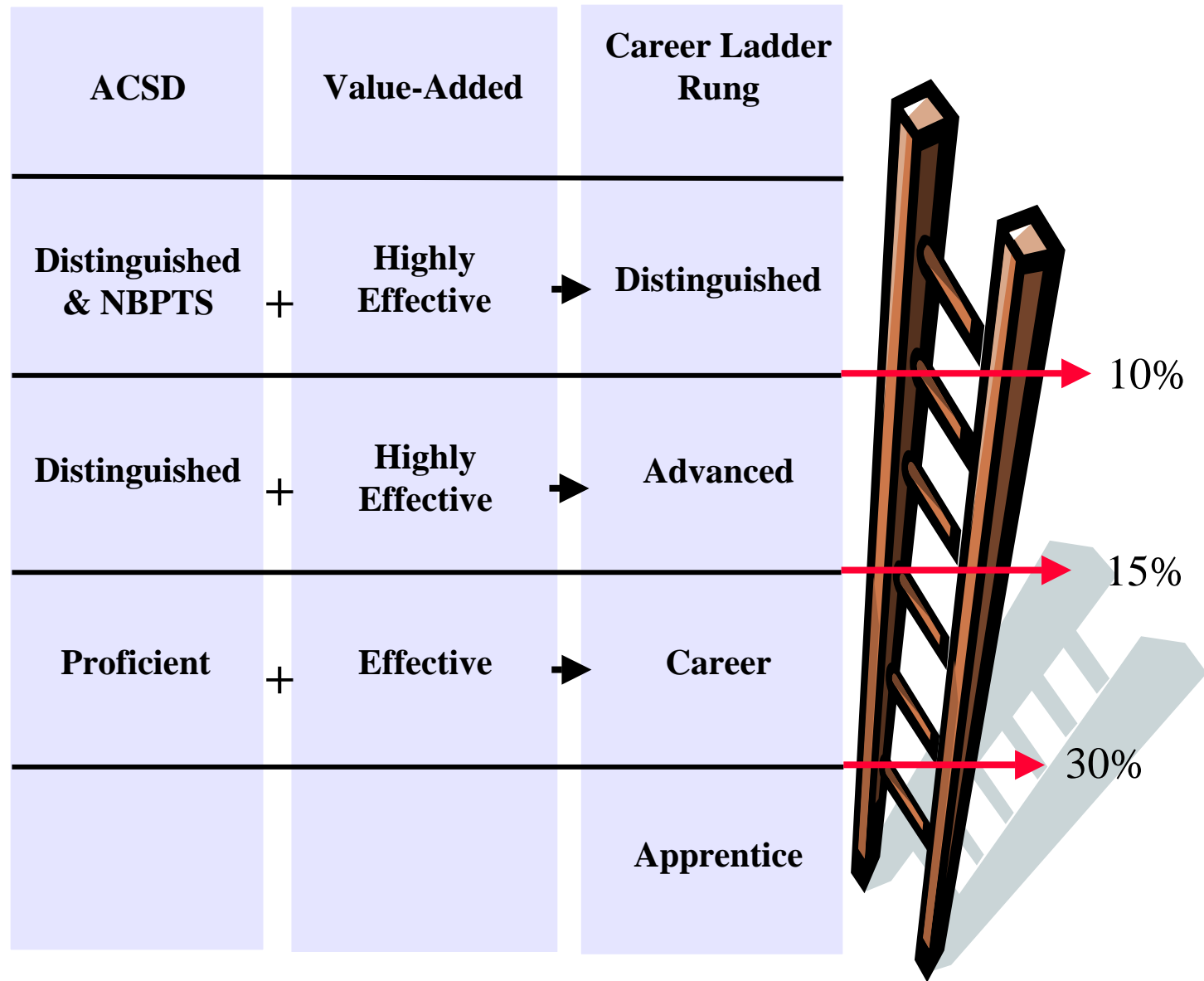
# Teacher Career Ladder

Exemplary teachers can continue moving up the career ladder based on evaluation ratings of Advanced.



# Teacher Career Ladder

Teachers who achieve recognition from the National Board for Professional Teaching Standards and Advanced ratings can move to the highest rung.



# Additional Incentives

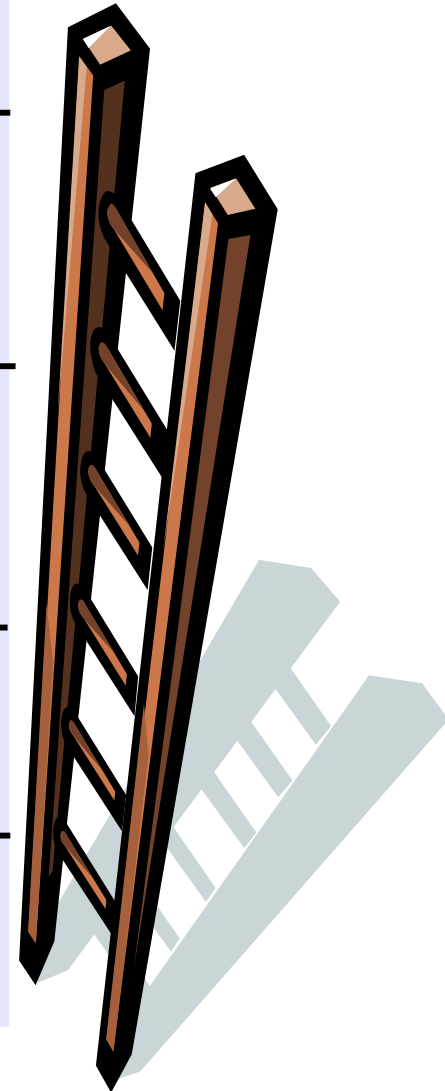
- Districts may differentiate compensation and/or offer bonuses for hard-to-staff positions such as math and science or for work in less desirable school environments.
- Bonus amounts are negotiated through collective bargaining

# Mandatory Remediation

- Mandatory remediation for struggling teachers
- PAR Panel (including teachers and administrators) reviews all requests for remediation and designs interventions
- Struggling teachers are guided by expert peers throughout the process

# Administrative Career Ladder

SLLC*	Value-Added	AYPs	Career Ladder Rung
Advanced	+ Advanced	+ Exceeding AYPs	Distinguished
Proficient	+ Proficient	+ Meeting AYPs	Career
			Intern
50%	25%	25%	



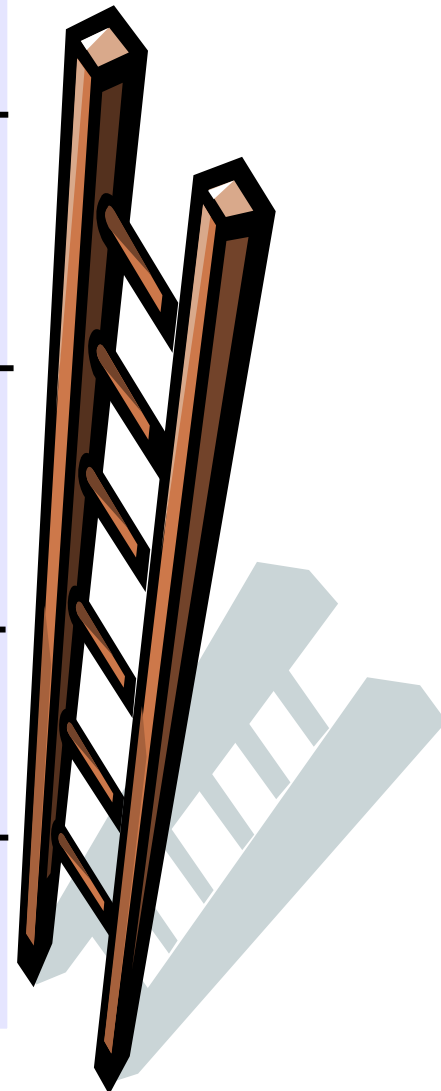
Administrators start here. →

\* School Leaders Licensure Consortium

# Administrative Career Ladder

Administrators have up to three years to earn Career status. As long as they continue to demonstrate their proficiency, administrators can then remain on the Career rung.

SLLC*	Value-Added	AYPs	Career Ladder Rung
Advanced	+ Advanced	+ Exceeding AYPs	Distinguished
Proficient	+ Proficient	+ Meeting AYPs	Career
			Intern
50%	25%	25%	

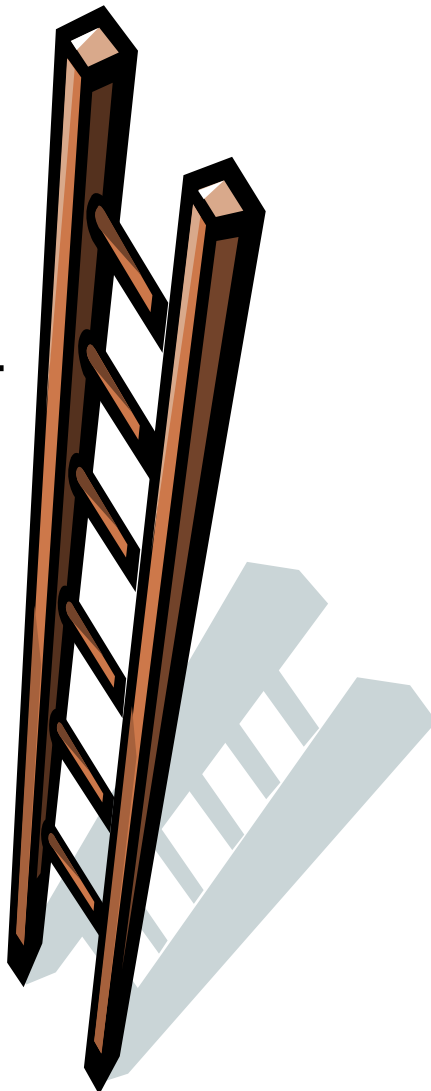


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# Administrative Career Ladder

Administrators who have advanced rating from the SLLC, are advanced in their value-added and exceed their AYPs can move to the highest rung.

SLLC*	Value-Added	AYPs	Career Ladder Rung
Advanced	+ Advanced	+ Exceeding AYPs	Distinguished
Proficient	+ Proficient	+ Meeting AYPs	Career
			Intern
50%	25%	25%	



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# Professional Development

- Mentoring for new teachers
- Teacher coaches
- Significant increase in number of professional development days to help all teachers and administrators master new skills

# Capacity-Building

- Provide technical assistance teams for schools and school districts that are not succeeding
- Address the problem of “perverse incentives”
- Strengthen regionally available assistance (e.g., BOCES in NY and IUs in PA) to provide professional development
- Mandate a Department of Education that can monitor local progress and intervene where necessary

# Establish Academic Achievement and Accountability Commission

- Independent
- Empirical evaluation of all components
- Monitor progress
- Recommend changes