

## Building student growth into teacher evaluations



Later this month we'll conduct the first meeting of the Teaching in Kansas Commission II. The Commission is charged with providing a recommendation for complying with Principle 3 of our ESEA Flexibility Waiver, which requires KSDE to develop and adopt guidelines for teacher and principal evaluation systems and to include student growth as a significant factor in the system.

Kansas is fortunate to already be piloting the Kansas Educator Evaluation Protocol (KEEP), a statewide model evaluation system that was designed with the assistance of Educational Testing Services (ETS) and representatives from a number of stakeholder groups. The first KEEP pilot took place in the 2011-2012 school year, with 34 schools representing 17 Kansas school districts participating. The second pilot began last month, with additional schools included.

The one piece that is missing from KEEP that will bring us into full compliance with our ESEA waiver criteria is a component that ties teacher and principal evaluations to student growth. How best to incorporate that feature will be the focus of the Teaching in Kansas Commission II. Already, we know that we want to include multiple measures of student growth in the model, including achievement on state assessments. Additional measures could include observations, peer observations, professional growth, input from students and parents, etc. Specifically what measures will be valid, and how they are incorporated into the model, will be among the recommendations provided by the commission.

The Commission membership is drawn from a wide array of stakeholder groups, including educators from the schools included in the first and second pilots of KEEP, individuals appointed by State Board of Education members, representatives of educational organizations and representatives from higher education. The commission membership, as well as the meeting dates from now through December, can be found on the KSDE [website](#).

I approach the first meeting of the commission with great anticipation. We have a lot of work to do before presenting a preliminary report to the State Board of Education in December of this

year, and a final recommendation in late spring or early summer of 2013. However, I believe we're bringing the right people to the table to address this issue, and I'm confident we'll be able to arrive at a recommendation that makes sense for educators and for students.



A handwritten signature in black ink that reads "Diane".

Dr. Diane DeBacker  
Kansas Commissioner of Education