



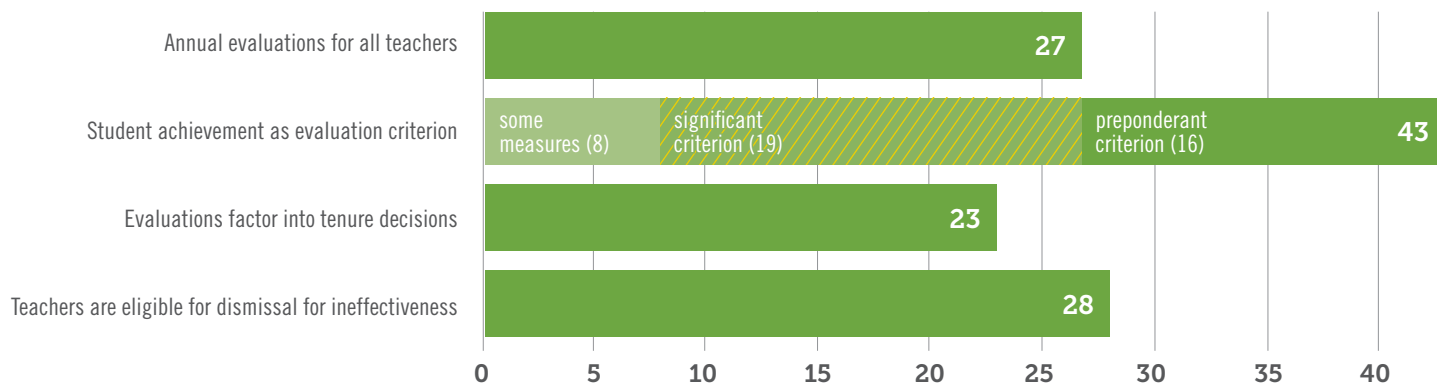
# TEACHER EVALUATION POLICY IN OREGON:

Where is Oregon in implementing teacher effectiveness policies?

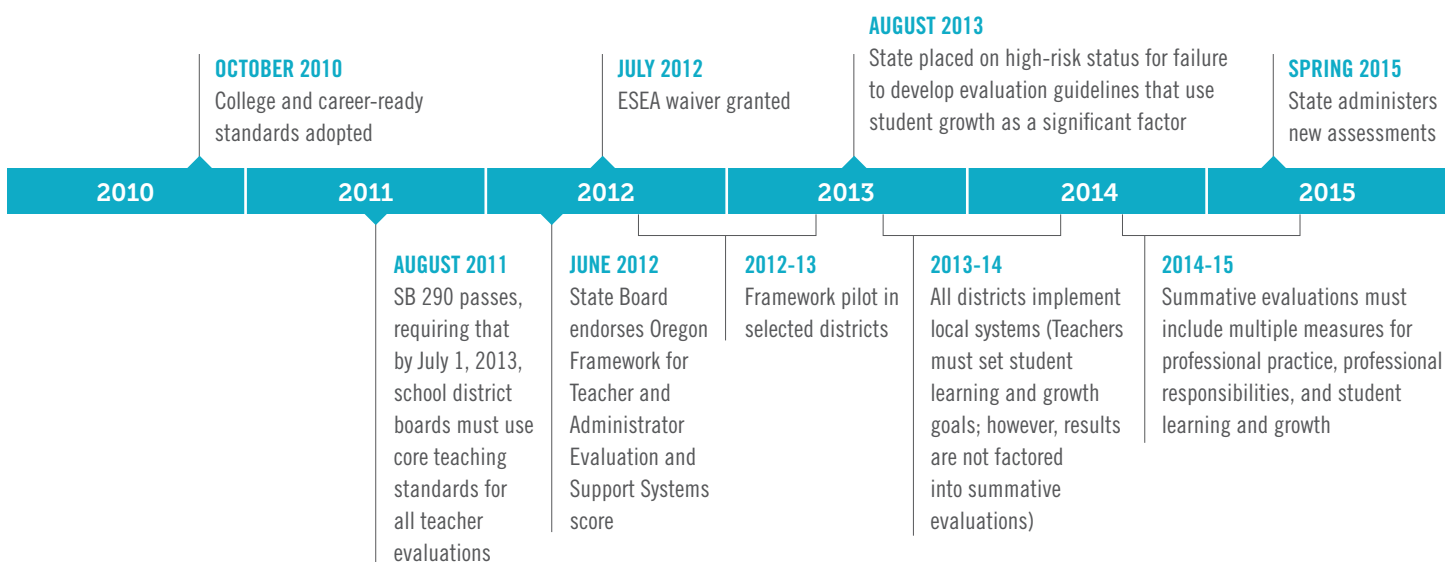
## THE NATIONAL PICTURE

### STATE TEACHER EVALUATION POLICIES (2015)

OREGON



## OREGON'S IMPLEMENTATION TIMELINE



## OREGON'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	State criteria or framework for district-designed evaluation system.
Use of achievement data/student growth in teacher evaluations	Student learning and growth must count as a “significant” factor in teacher evaluations.
Observations	Classroom observations are required.
Tenure Policy	Teachers are awarded tenure automatically after a three-year probationary period.
Dismissal Policy	Oregon does not explicitly make teacher ineffectiveness grounds for dismissal. A teacher may be dismissed for inadequate performance, however, there is no explicit definition that ties inadequate performance to classroom ineffectiveness.

## DOES OREGON CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Just developing evaluations of teacher effectiveness will not improve teacher policy and teacher practice. As Oregon implements teacher evaluations that include growth and student achievement as significant factors, it should also be planning to do more to “connect the dots” — using evaluation data to guide teacher policy statewide in ways that will further the quality of teaching and learning for all.

For more information about Oregon and other states’ teacher effectiveness policies, NCTQ’s *2015 Oregon State Teacher Policy Yearbook* is immediately available for free download at: [www.nctq.org/statepolicy](http://www.nctq.org/statepolicy)