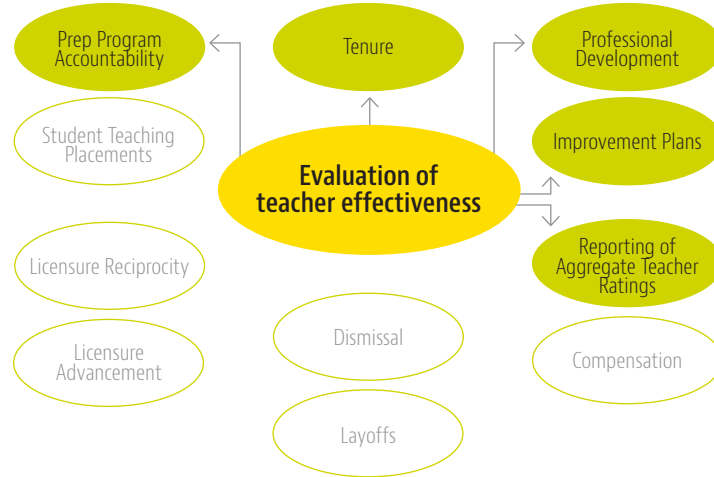




Is **North Carolina** using evaluations of teacher effectiveness to inform policy and practice?



Is state connecting this policy area to teacher evaluation/ effectiveness?

POLICY AREA	Is state connecting this policy area to teacher evaluation/ effectiveness?	Recommendation for State Action
Tenure	Yes	Ensure that evidence of effectiveness is used in determining which teachers are awarded continuing contracts.
Professional Development	Yes	
Improvement Plans	Yes	
Public Reporting of Aggregate Teacher Ratings	Yes	
Compensation	No	Develop compensation structures that recognize teachers for their effectiveness.
Dismissal	No	Specify that classroom ineffectiveness – as measured by student learning – is grounds for dismissal so that districts do not feel they lack the legal basis for terminating consistently poor performers.
Layoffs	No	Require that districts consider classroom performance as a factor in determining which teachers are laid off during reductions in force.
Licensure Advancement	No	Require evidence of teacher effectiveness to be a factor in determining whether teachers renew or advance their licenses.
Licensure Reciprocity	No	Make evidence of teacher effectiveness the basis for granting licenses to out-of-state candidates, especially for those who come from states that make student growth a significant factor in evaluations.
Student Teaching Placements	No	Place student teachers with cooperating teachers with evidence that they are effective in terms of student learning.
Prep Program Accountability	Yes	