



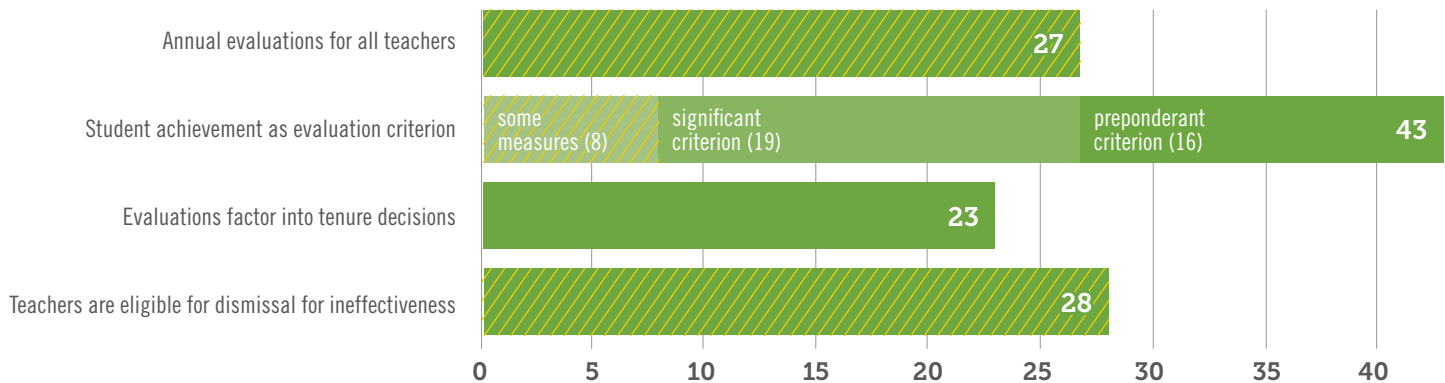
# TEACHER EVALUATION POLICY IN WEST VIRGINIA:

Where is West Virginia in implementing  
teacher effectiveness policies?

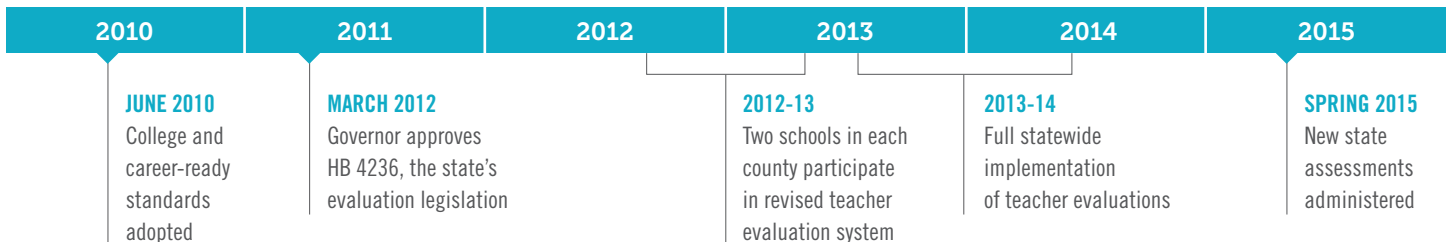
## THE NATIONAL PICTURE

### STATE TEACHER EVALUATION POLICIES (2015)

WEST VIRGINIA



### WEST VIRGINIA'S IMPLEMENTATION TIMELINE



## WEST VIRGINIA'S EVALUATION SYSTEM REQUIREMENTS

EVALUATION SYSTEM	REQUIREMENTS
Evaluation System Structure	Single statewide system.
Use of achievement data/student growth in teacher evaluations	Fifteen percent of a teacher's summative evaluation score is based on student growth as measured by statewide tests or student learning goals for teachers in non-tested grades and subjects.
Observations	Non-probationary teachers in their fourth and fifth years of teaching must be observed at least two times; observations are not required after year five unless requested by a principal.
Tenure Policy	Teachers are awarded tenure automatically after a three-year probationary period.
Dismissal Policy	If after remediation a teacher's rating remains unsatisfactory, the teacher may be dismissed. The timeline for dismissing a teacher for unsatisfactory ratings is unclear.

## DOES WEST VIRGINIA CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Evaluations of teacher effectiveness grounded in student outcomes provide states with opportunities to improve teacher policy and teacher practice. Teachers should not be able to receive satisfactory evaluation ratings if they are not effective in the classroom. Without high-quality teacher evaluations as a strong foundation, states like West Virginia are unable to “connect the dots” and use results in meaningful ways to inform policy and practice.

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