

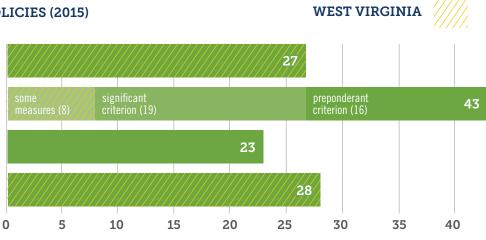
TEACHER EVALUATION POLICY IN WEST VIRGINIA:

Where is West Virginia in implementing teacher effectiveness policies?

THE NATIONAL PICTURE

STATE TEACHER EVALUATION POLICIES (2015)

Annual evaluations for all teachers



Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness

WEST VIRGINIA'S IMPLEMENTATION TIMELINE

2010	2011	2012	2013	2014	2015
JUNE 2010 College and career-ready	MARCH 2012 Governor approves HB 4236, the state	's	2012-13 Two schools in each county participate	2013-14 Full statewide implementation	SPRING 2015 New state assessments administered
standards adopted	evaluation legislat	on	in revised teacher evaluation system	of teacher evaluations	administered

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