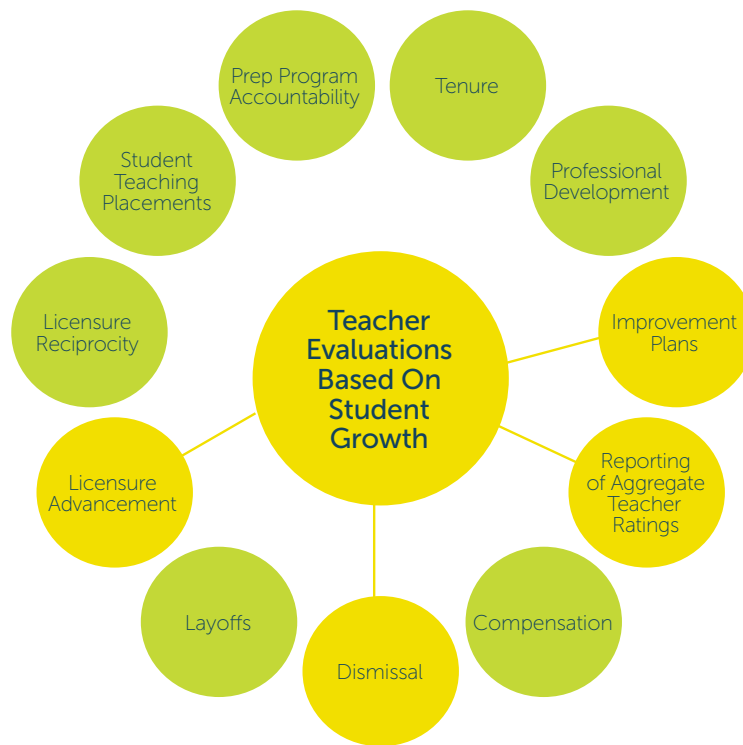


## Pennsylvania



POLICY AREA	Is state connecting this policy area to teacher evaluation/ effectiveness?	Recommendation for State Action
Tenure	<b>No</b>	Base tenure decisions on evidence of classroom effectiveness, rather than the number of years in the classroom.
Professional Development	<b>No</b>	Ensure that districts utilize teacher evaluation results in determining professional development needs and activities.
Improvement Plans	<b>Yes</b>	
Reporting of Aggregate Teacher Ratings	<b>Yes</b>	
Compensation	<b>No</b>	Develop compensation structures that recognize teachers for their effectiveness.
Dismissal	<b>Yes</b>	
Layoffs	<b>No</b>	Require that districts consider classroom performance as a factor in determining which teachers are laid off during reductions in force.
Licensure Advancement	<b>Yes</b>	
Licensure Reciprocity	<b>No</b>	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	<b>No</b>	Place student teachers with cooperating teachers with evidence that they are effective in terms of student learning.
Prep Program Accountability	<b>No</b>	Include data that connect student achievement gains to teacher preparation programs in the state's accountability system.