

TEACHING EFFECTIVENESS AND WHY IT MATTERS: KEY IDEAS

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The current movement in thinking and research that is taking us from the concept of a Highly Qualified Teacher in every classroom, to the need for a Highly Effective Teacher in every classroom, is a logical and needed evolution in our thinking about improvements in the way teaching and learning take place in our schools.

Just what teaching effectiveness is can be understood by studying the models of instruction that capture and define what it is that effective teachers know and do... a set of behaviors that effective teachers incorporate into their daily professional practice. These involve a deep understanding of subject matter, learning theory and student differences, planning, classroom instructional strategies, knowing individual students and assessment of student understanding and proficiency with learning outcomes. They also include a teacher's ability to reflect, to collaborate with colleagues and to continue ongoing professional development.

In order to meet the goals of having an Effective Teacher in every classroom...

- 1 Schools and school districts should refine and adopt a **common, articulated model of Teaching Effectiveness**.
- 2 Schools and school districts should **align** their professional practices around the principles and behaviors of effective teaching in a **Continuum of Professional Practice** including: **Hiring, Mentoring, Expanding Career Opportunities for Teachers, Professional Development and Performance Evaluation**.
- 3 Schools and school districts should use **Multiple Measures** of student learning and multiple measures in the performance evaluation of teacher effectiveness.
- 4 Effective teachers are **focused on student learning** to inform their own teaching. Effective teachers know who their students are. They know their students' learning styles, their strengths and their deficits as learners. They are masters of their subject matter...but more importantly, effective teachers are always focused on their students' learning.
- 5 The **alignment** of practices in schools and school districts, based upon Teaching Effectiveness, is needed in order to reach the goal of having effective teaching in every classroom.