



Growth vs. Gotcha: Leading Effectively Through Reform

Mississippi Association of School Administrators
October 20, 2014



**KEEP
CALM
AND
GOOGLE**



Ms. Mary Brannock

10th Grade English





FINANCIAL CRISIS

**Governor Sues
Federal Govt
Over Common
Core**

IS THIS THE END?

WHO IS FAILING OUR SCHOOLS?

SHOCK

OUTRAGE

**TEACHER EVALUATION
DEBATE ENSUES**

FIERCE STORMS

It's possible.

And it matters.



100%



75%



59%



29%



15%



“Having three years of good teachers (85th percentile) in a row would overcome the average achievement deficit between low-income kids (those on free or reduced-price lunch) and others.”

- [Eric Hanushek, *Teacher Quality*, 2002](#)













Change
your
questions,
change the
conversation.



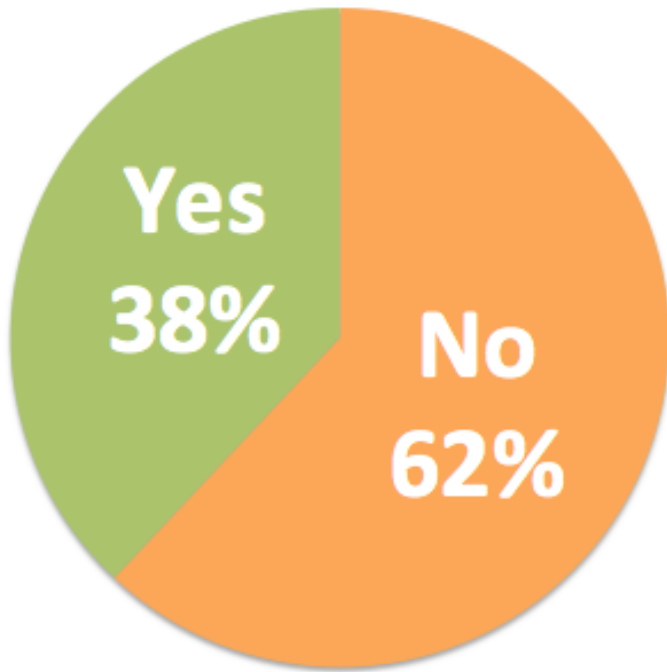
What we know teachers want.

1. Regular, **positive** feedback
2. **Critical feedback** about performance
3. Help with **identifying areas of development**

[Source: The Irreplaceables, TNTP, July 30, 2012](#)



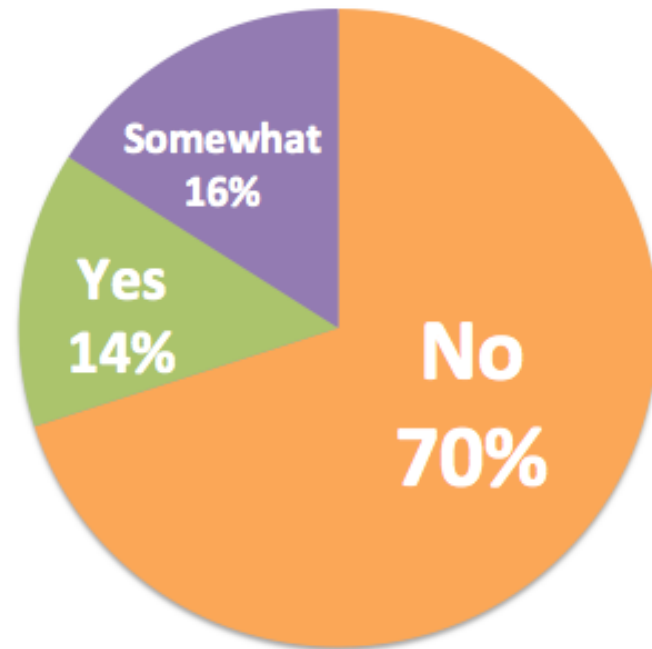
Does the evaluation system improve practice and support teacher growth?



School Leaders

[Source: Reader poll, ASCD K12 Leadership e-newsletter, SmartBrief Education, 2014](#)

Do you receive meaningful feedback on your instructional practice?

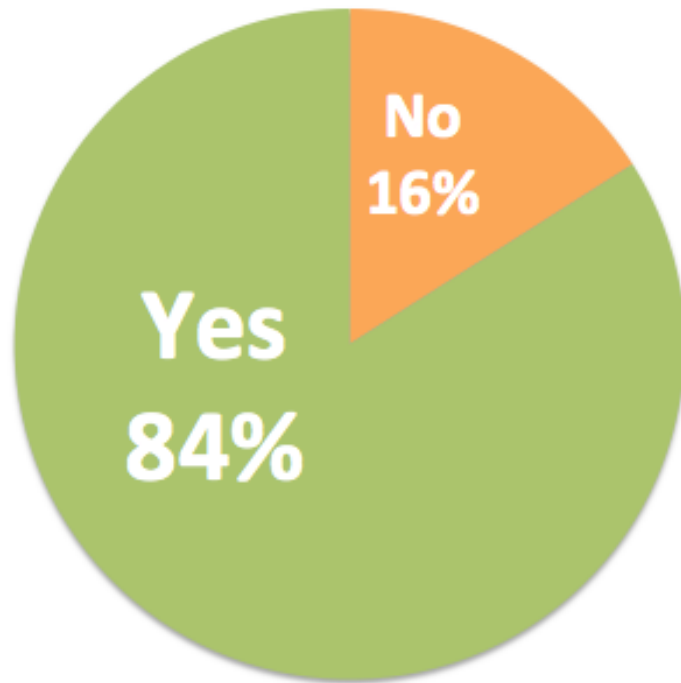


Teachers

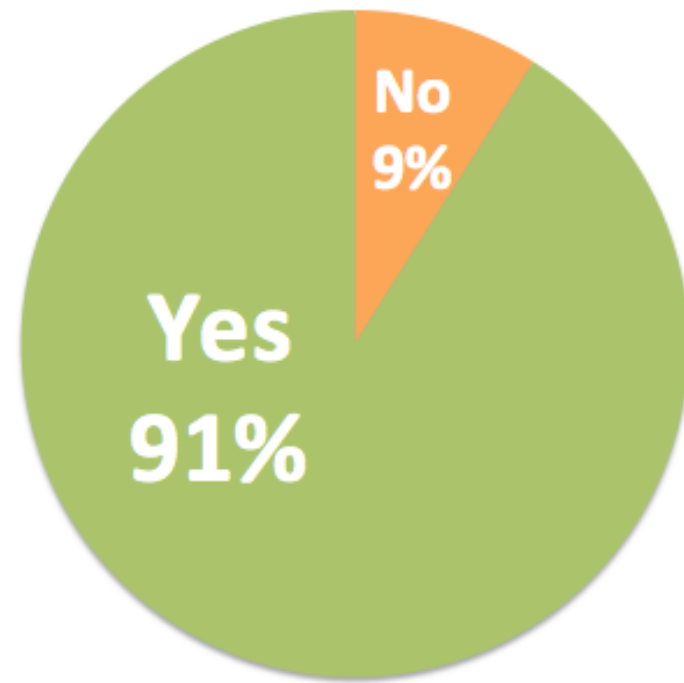
[Source: Reader poll, Accomplished Teacher e-newsletter, SmartBrief Education, 2014](#)



Do you think using video would be helpful in improving teaching practice?



School Leaders



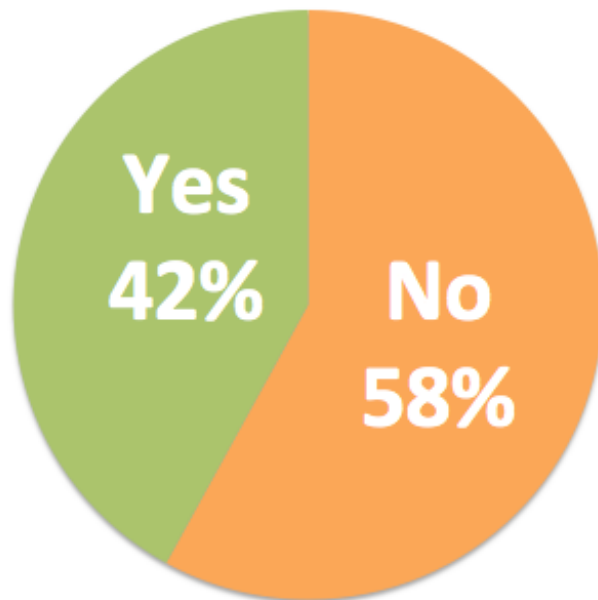
Teachers

[Source: Reader poll, ASCD K12 Leadership e-newsletter, SmartBrief Education, 2014](#)

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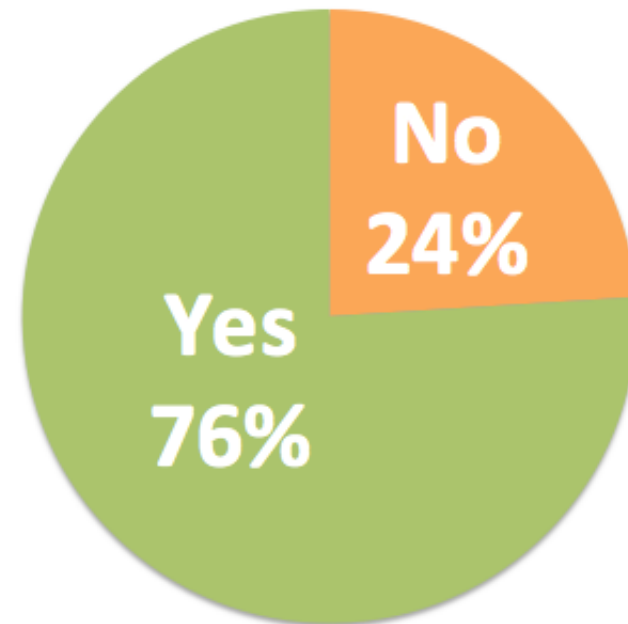
Do you think teachers would be open to receiving feedback via video?



School Leaders

[Source: Reader poll, ASCD K12 Leadership e-newsletter, SmartBrief Education, 2014](#)

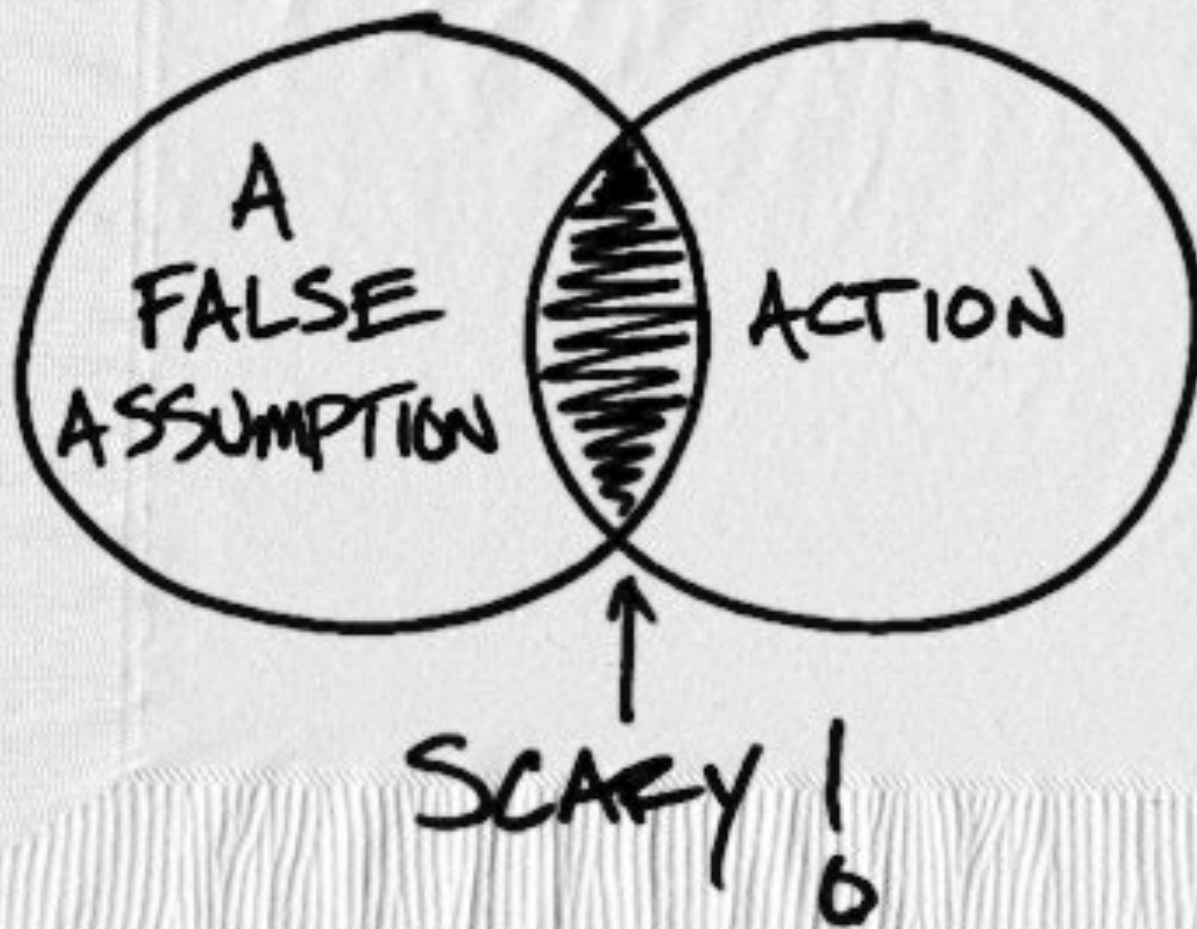
Would you be open to using video of your instruction for evaluation?



Teachers

[Source: Reader poll, Accomplished Teacher e-newsletter, SmartBrief Education, 2014](#)





Compel,
don't comply.



How can I make
this happen?



How can I make
this matter?



It's a marathon,
not a sprint.





It's possible.

And it **matters.**



Dr. Michael Moody
moody@insighteducationgroup.com
[@DrMichaelMoody](#)

InsightEducationGroup.com

