Empowering Effective Teachers
Helping students achieve by helping teachers excel
How Does Hillsborough Differ From Other Districts?

- Mentoring support for Beginning Teachers
- Evaluation by both principal and peer evaluator
- Teachers participate in key decision-making
- Close alignment with professional development
- Individualized value-added scores for all teachers

Supporting teachers as professionals
Teacher Evaluations: Multiple Measures Provide Better Input

Before

100%

Principal’s Written Evaluation

Gains in student achievement

After

Principal rating of 1A-4A

Principal rating of 4B-4F

Peer rating of 1A-4A

Teacher evaluations more balanced, meaningful
Induction for New Teachers....our most significant change

Retention of First Year Teachers

- 2009-10: 72%
- 2010-11: 86%
- 2011-12: 94%

Supporting Factors:
- Carefully Select Mentors
- Support from New Teacher Center
- How to both “Mentor” and “Evaluate”

Supporting teachers in their first two years
Robust Observer Training

Ensuring consistent, accurate observations
We want to pay excellent teachers more, sooner

If Michael Jordan had been a teacher in Hillsborough County, he would just NOW be reaching the top of the pay scale.

That’s wrong.........

21st Century Compensation
Keys to Success

- Involve Teachers
- Communication
- Balanced Evaluation
- Partners
- Support And Training
- Observer Training

Continuous Improvement Model
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