

The Bill and Melinda Gates Foundation

“Effective Teaching Strategies and Goals”

The Intensive Partnerships and the important role of
the Hillsborough County Public Schools

**An Information Session for the Hillsborough
Education Foundation**

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The logo for the Bill & Melinda Gates Foundation, featuring the text "BILL & MELINDA GATES foundation" in a serif font, with "GATES foundation" in a smaller, italicized font. The logo is set against a dark red square background.

BILL & MELINDA
GATES *foundation*



HILLSBOROUGH

Foundation Goals Around Effective Teaching

- **To accelerate academic performance for low-income and minority students by increasing the concentration of effective teachers teaching the highest-need students**
- **To elevate teaching to a prestigious profession centered on improving student learning**
- **To increase the level and consistency of effective teaching**

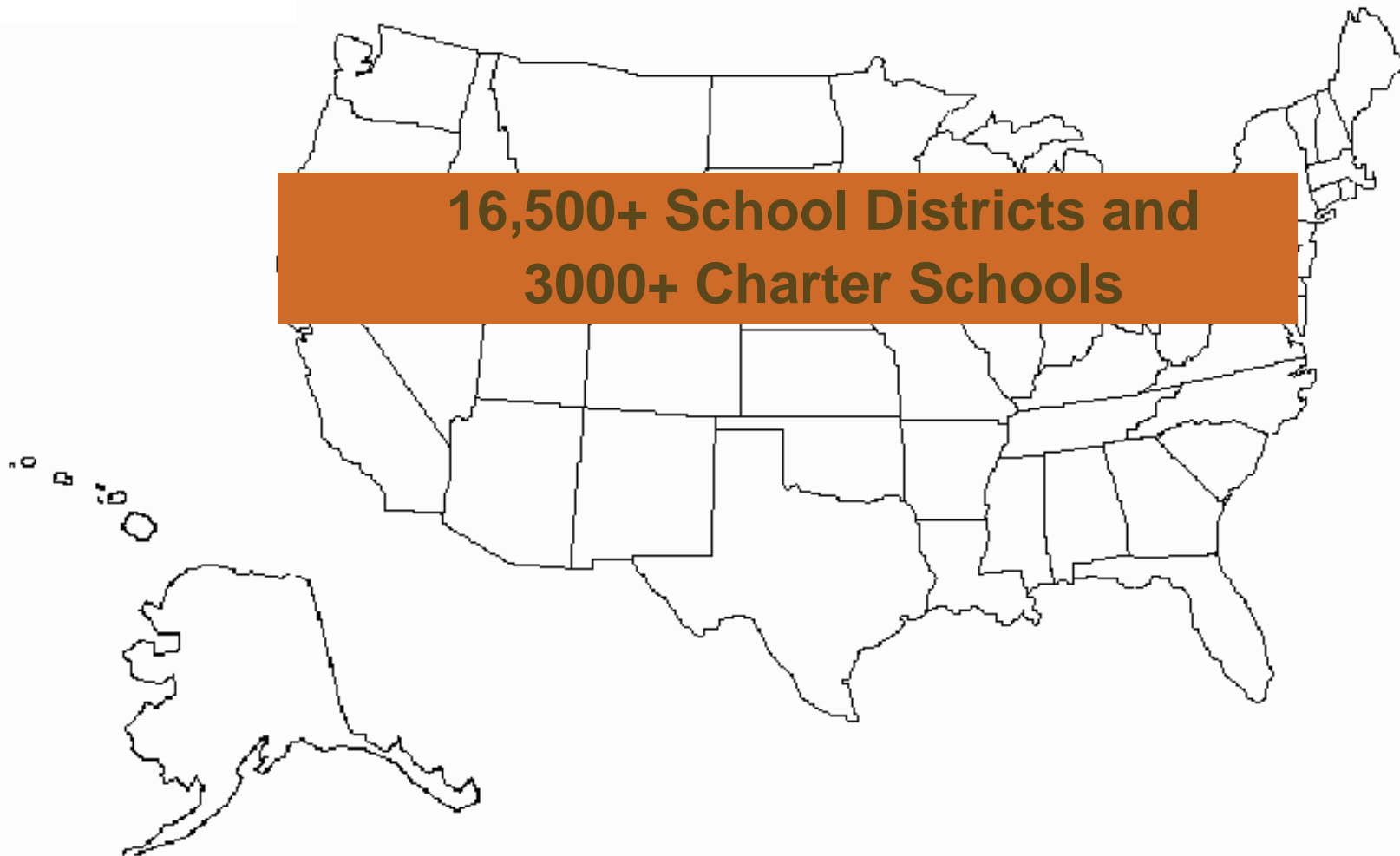
Foundation Strategies on Effective Teaching

- Refine and validate test- and non-test-based measures of teacher effectiveness (Research)
- Support states in building data systems capable of yielding teacher effectiveness metrics
- Create intensive partnership sites (IPS) to start effectiveness changes
- Accelerate and enhance the work of districts outside of the IPS
- Promote new teaching profession centered on effectiveness

Educational Research Facts

- **Teachers impact student learning more than any other factor in school, and the magnitude of differences in teacher effectiveness is significant**
- **There is little or no link between teacher qualifications and teacher effectiveness. No evidence showing master degrees improve student achievement**
- **Public education systems lack the systems, policies, and will to allocate resources and differentiate strategies based on this evidence**
- **More than an estimated 95% of teachers receive satisfactory evaluations**
- **Earning tenure is almost a given in most places**
- **Investments in class-size reduction and professional development often ignore variations in teacher performance**
- **The burden of having ineffective teachers falls disproportionately on students who have been historically marginalized and current receive the least resources, as deliberate and consistent placement of effective teachers in high-need classrooms is rare**

National Landscape



Ten Sites Chosen for RFP Process



Four Sites Chosen to Become Intensive Partnership Sites



Hillsborough Initiatives

Core Initiatives

- Developmental evaluation system
- Performance-based career ladder
- Next generation pay-for-performance
- Programs and incentives for high-needs
- Apprentice Teacher Acceleration Program

Enabling Initiatives

- Enhanced recruitment and dismissal
- Strengthen school leadership
- Performance management
- Integrated Instructional Toolkit
- Change management & communications

Hillsborough's Activities and Impacts

ACTIVITIES

- Implement a meaningful measure of teacher effectiveness that includes student achievement growth over time (value-added measurement)
- Increase the overall numbers of effective teachers through rigorous performance management, improved retention strategies, and targeted improvement efforts
- Provide increased pay and greater roles and responsibilities for teachers who earn tenure through demonstrated effectiveness
- Concentrate effective teachers where they are most needed

IMPACTS

- Increase student achievement
- Decrease achievement gap
- Increase Graduation Rates
- Increase College-Readiness

The Important Roles the Hillsborough Education Foundation can play in HCPS's Success...

- **Local and State Advocacy**
- **Encouraging other local, state and national foundations and philanthropists to join the effort**
- **Celebrate the emerging results of the talented team of the HCPS**
- **Join the effort of the Bill & Melinda Gates Foundation**