



# Getting Teacher Evaluation Right: What Really Matters for Effectiveness and Improvement

*Linda Darling-Hammond*

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Teacher evaluation systems are being overhauled by states and districts across the United States. And, while intentions are admirable, the result for many new systems is that good—often excellent—teachers are lost in the process. In the end, students are the losers. In her new book, Linda Darling-Hammond makes a compelling case for a research-based approach to teacher evaluation that supports collaborative models of teacher planning and learning. She outlines the most current research informing evaluation of teaching practice that incorporates evidence of what teachers do and what their students learn. In addition, she examines the harmful consequences of using any single student test as a basis for evaluating individual teachers. Finally, Darling-Hammond offers a vision of teacher evaluation as part of a *teaching and learning system* that supports continuous improvement, both for individual teachers and for the profession as a whole.

This groundbreaking book:

- Presents a comprehensive teacher evaluation system based on research and best practices.
- Describes a variety of models from across the United States that base evaluations on an assessment of classroom practice in light of professional standards, an array of student work, and active participation in the professional community.
- Explains how teacher peers become part of the evaluation and support system.
- Demonstrates how to create a fair and substantiated process for removal of teachers who can't improve.

**Darling-Hammond** is the Charles E. Ducommun Professor of Education at Stanford University. Her books include *The Flat World and Education* which won the 2012 Grawemeyer Award in Education.

“This book is a must-read for anyone who wants to improve teaching and learning, rather than simply wax poetic about it. Darling-Hammond has given us a practical roadmap to success based on research and best practice.”

—**Randi Weingarten**, President, American Federation of Teachers

“If anybody knows how to get teacher evaluation right, it is Linda Darling-Hammond. Her new book presents a system that includes development and support, in addition to teacher assessment, and promotes teaching as a collegial activity, rather than reinforcing isolation and competitiveness.”

—**Dan Domenech**, Executive Director, American Association of School Administrators

“Darling-Hammond knows that we must ‘get teacher evaluation right’ and her book is as clear a guide for doing that as we will ever see.”

—**Ronald Thorpe**, President and CEO, National Board for Professional Teaching Standards

“Finally, a book that captures what educators have been saying. This is a must-read for those interested in building a world-class education system!”

—**Dennis Van Roekel**, President, National Education Association

“This stimulating and provocative book outlines a comprehensive system for the development, support, and

assessment of teaching based on research and best practices.”

—**Gail Connelly**, Executive Director, National Association of Elementary School Principals

“Regardless of where one currently stands on teacher evaluation issues, a trusted, well-researched, comprehensive framework is needed to help navigate the complex policy issues facing policymakers at the local, state, and national levels. This book provides that framework and much more.”

—**Jim Kohlmoos**, Former Executive Director, National Association of State Boards of Education

“In *Getting Teacher Evaluation Right*, Darling-Hammond emphasizes elements essential to creating an evaluation system that contributes to better student outcomes. This book offers well-conceived guidance to address a complex and thorny topic.”

—**Stephanie Hirsh**, Executive Director, Learning Forward

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