

# TEACHER EVALUATION POLICY IN NEW HAMPSHIRE:

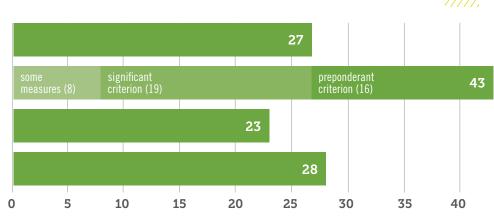
Where is New Hampshire in implementing teacher effectiveness policies?

**NEW HAMPSHIRE** 

#### THE NATIONAL PICTURE

### **STATE TEACHER EVALUATION POLICIES (2015)**

Annual evaluations for all teachers



Student achievement as evaluation criterion

Evaluations factor into tenure decisions

Teachers are eligible for dismissal for ineffectiveness

# NEW HAMPSHIRE'S IMPLEMENTATION TIMELINE

### **NOVEMBER 2013**

Task Force on Effective Teaching issues a model evaluation system that may be used at the discretion of local school districts

2010	2011	2012	2013	2014	2015	2016	2017
JULY 2010 College an career-rea standards adopted	nd ady	2012-1 Implem of teach evaluat in volur district SIG sch	entation HB 142 her passes, ions requiring iteer local sch s and boards to	Second year pilot with additional volunteer district	new assessmer		2016-17 All districts expected to implement state model system, or locally aligned system

## NEW HAMPSHIRE'S EVALUATION SYSTEM REQUIREMENTS

#### EVALUATION SYSTEM REQUIREMENTS

Evaluation System Structure	State criteria or framework for district-designed evaluation system.		
Use of achievement data/student growth in teacher evaluations	New Hampshire's task force outlines a system that incorporates student performance, however these elements are not required.		
Observations	Not specified.		
Tenure Policy	Teachers are awarded tenure automatically after a five-year probationary period.		
Dismissal Policy	New Hampshire does not explicitly make teacher ineffectiveness grounds for nonrenewal.		

#### DOES NEW HAMPSHIRE CONNECT TEACHER EVALUATIONS TO RELATED POLICY ISSUES?



Evaluations of teacher effectiveness grounded in student outcomes provide states with opportunities to improve teacher policy and teacher practice. Teachers should not be able to receive satisfactory evaluation ratings if they are not effective in the classroom. Without high-quality teacher evaluations as a strong foundation, states like New Hampshire are unable to "connect the dots" and use results in meaningful ways to inform policy and practice.

For more information about New Hampshire and other states' teacher effectiveness policies, NCTQ's 2015 New Hampshire State Teacher Policy Yearbook is immediately available for free download at: www.nctq.org/statepolicy