

COUNCIL ON EDUCATOR DEVELOPMENT RECOMMENDATION 3: Articulate and support the continued use of multiple measures, which may include an array of indicators of student learning outcomes related to a targeted goal(s).

DEFINITIONS:

- Multiple measures – A variety of data points (i.e. lesson plans, professional development work, student work samples, parent communication, assessment data, etc.) from multiple sources (i.e. teacher, student, administrator, parents, community, etc.) to evidence professional growth and/or proficiency.
- Indicators of student learning outcomes – Evidence identifying what the learner knows and is able to do.

KEY POINTS:

- Multiple measures are collaboratively decided between the educator and his/her direct supervisor and are supported by ongoing conversation and coaching.
- Within the educator development process teacher and administrators create annual professional development plans with goals tied to student learning needs within their building and district. In addition teachers and administrators are evaluated using specified standards.
- As part of this process, teachers and administrators evidence their professional growth and proficiency through the use of multiple measures from different sources.
- Student achievement and student learning goals are infused throughout the Iowa Teaching Standards, as well as the Iowa Standards for School Leaders.
- Many different kinds of student learning data can be used to evidence growth and proficiency in combination with other relevant data and artifacts.