

How To: Teacher Voice in Evaluation Reform

Why should you get involved?

- Studies, such as the [Gates Foundation Measures of Effective Teaching](#), highlight the importance of teacher engagement in teacher-evaluation reform efforts.
- Organizations like [Hope Street Group](#) recognize the powerful lever that great teachers represent in increasing student success through their active involvement in teacher evaluation reform.
- Hope Street Group's newest project, The Teacher Evaluation Playbook, provides tools that teachers can use to start conversations with education leaders in their school, district, and state as the first step to becoming active participants in teacher evaluation reform.
- Many states are beyond the initial stages of teacher evaluation reform. But remember that your voice must be heard as systems are developed, implemented, and re-evaluated. Your experiences and feedback are crucial to sustainable, meaningful evaluation systems.

How can you get involved?

- Approach your building, district or state level administrators and voice your desire to be involved.
- When you reach out, be prepared with questions and talking points.

What should you talk about?

- *Pre-meeting:*
 - Schedule a formal meeting time with the administrator (building, district, state).
 - Prepare your questions, talking points, and your desired next steps.
- *Some Suggested Questions for Your Meeting:*
 - What is the current state of teacher evaluation reform in our district/state?
 - Have you been involved in the reform efforts? If so, how?
 - Are you aware of district or state efforts to engage teachers in the evaluation reform process? If so, what is/was the plan to engage teachers. If not, how do you think we can engage teachers in this important conversation?
 - What can I do to help inform and engage more teachers in continued discussions?
 - How can I become directly involved in the reform process and directly impact the acceptance/implementation/evaluation of new teacher evaluation system?
 - Who do you recommend I speak to in order to become active in the conversations impacting the teachers' evaluation system?
 - What are some next steps I can take immediately to have my voice heard at the district and state level?
- *Post-meeting:*
 - Formally thank the administrator via email for their time and sharing valuable information.
 - Follow-up with any leads and suggestions for next steps, for example who you can reach out to (at any level) to have further conversations and increase your engagement.
 - If applicable, schedule a follow-up meeting with the administrator to see if any further opportunities have opened up and share your experiences since the initial meeting.