



EDUCATION & THE WORKFORCE COMMITTEE

SUPPORTING EFFECTIVE TEACHERS IN THE CLASSROOM

THE PROBLEM:

The teacher quality policies under No Child Left Behind (NCLB) were intended to encourage better educators in schools. But in the 10 years since the law's enactment, the "Highly Qualified Teacher" requirements have placed too much emphasis on a teacher's credentials and tenure and imposed significant burdens on states and schools, while paying little attention to student learning.

When it comes to getting better teachers in our schools, these "Highly Qualified Teacher" provisions can do more harm than good. As former elementary school teacher [Deborah Ball](#) stated at a House Education and the Workforce Committee hearing, "Right now, teachers are considered qualified simply by participating in an approved program or completing an academic major. This means that being qualified does not depend on demonstrating that you can teach."

THE SOLUTION:

Parents know the best teachers are the ones who keep students motivated and challenged in the classroom. Instead of relying on teacher credential or tenure requirements, which provide little information about teachers' ability to help students excel in the classroom, the Student Success Act and the Encouraging Innovation and Effective Teachers Act will ensure states and school districts have the tools necessary to effectively measure an educator's influence on student achievement.

THE STUDENT SUCCESS ACT AND THE ENCOURAGING INNOVATION AND EFFECTIVE TEACHERS ACT

- ✓ Repeal federal "Highly Qualified Teacher" requirements.
- ✓ Support the development and implementation of teacher evaluation systems to ensure parents have the information they need to make decisions about their child's education.
- ✓ Set broad parameters – including linkages to student achievement data – that must be included in any teacher evaluation system, but allows states and school districts to design their own systems.
- ✓ Require states and school districts to seek input from parents, teachers, school leaders, and other staff as they develop the evaluation system.
- ✓ Encourage states and school districts to make personnel decisions based on the evaluations, as determined by the school district.
- ✓ Consolidate teacher quality programs into a new Teacher and School Leader Flexible Grant, which supports creative approaches to recruit and retain effective educators.