CENTER ON ENHANCING EARLY LEARNING OUTCOMES

CEELO Annotated Bibliography:
Selected Resources to Support Early Childhood Teachers in State Educator Evaluation Systems

CEELO's policy report *How are Early Childhood Teachers Faring in State Teacher Evaluation Systems?* identified the opportunities and challenges state leaders are addressing in implementing teacher evaluations systems for early childhood teachers (defined as teachers of children birth through third grade employed by public schools) in 11 states. The report looked specifically at how these states are using student learning objectives as an alternative method of measuring early childhood teachers' contributions to children's learning.

This document highlights selected resources CEELO identified to support early childhood teachers participating in state educator evaluation systems. Click on the topic in the table of contents and go directly to that section of the selected resources.

Observations of Teacher Practice: evidence documents that address the teaching practices of early childhood teachers

Teacher Evaluation Support Document: PreK & K
Barlas, C., Blanton, J., Bocchetti, M., et. al. (2013). *NJ's workgroup on teacher evaluation evidence, teacher evaluation support document: PreK & K*. Retrieved from
http://www.state.nj.us/education/ece/eval/Evidence.pdf

This guidance document uses the Danielson framework in order to guide observers in evaluating early childhood classrooms. Attempts to answer the question what does evidence of a particular item look like given best practices in early childhood and a district's curriculum? Also includes tiered Student Growth Objective (SGO) examples.

Teacher Effectiveness
Pennsylvania Department of Education. (2013). *Teacher effectiveness.* Retrieved from
http://pdesas.org/Instruction/Frameworks

This website outlines the ways the Danielson rubric is applicable in a different variety of classrooms, including early childhood specific examples. Includes examples and guiding questions for early childhood teachers.

Student Learning and Growth: Resources and guidance that help early childhood teachers validly and reliably assess their contribution to student learning and growth.

[Teacher Student Learning Objectives (SLO) Samples](#)
State of Connecticut Department of Education. (2013). *Teacher SLO samples.* Retrieved from
http://www.connecticutseed.org/?page_id=2017

This website from the Connecticut Department of Education includes a Student Learning Objective (SLO) Development Guide and collection of SLO examples to aid teachers in creating their own Student Learning Objectives. This website includes a pre-K specific example.

[Resource Bank: Assessments](#)
Colorado Department of Education. (2014). *Resource bank: Assessments.* Retrieved from
http://www.coloradoplc.org/assessment/assessments

This resource bank contains assessments and development tools for teachers pre-K to third grade, and older.

[Student Learning Objectives- PK and Grade 1 English Language Arts (ELA) Examples](#)
Ohio Department of Education. (2013). *Student learning objectives-ELA example.* Retrieved from
http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Student-Growth-Measures/Student-Learning-Objective-Examples/Student-Learning-Objectives-English-Example

The Ohio Department of Education resource includes a sample student learning objective for English in early grades. This resource also includes pre-K and first grade specific examples.

[Georgia Department of Education Frequently Asked Questions: Pre-K Student Learning Objectives](#)
Barge, J. (2013). *Frequently asked questions: pre-K student learning objectives.* Retrieved from
http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Documents/2013%20PreK%20SLO%20FAQ.pdf

Frequently asked questions for pre-K teachers on setting SLOs.

Professional Development: On-line modules and resource guides that help evaluators understand effective teaching practice in early childhood.

Resource Manual for Administrators and Principals Supervising and Evaluating Teachers of Young Children
Lambert, R., Rowland, B., Taylor, H., & Wheeler, C. (2010). *Resource manual for administrators and principals supervising and evaluating teachers of young children.* Center for Educational Measurement and Evaluation: The University of North Carolina at Charlotte.

This manual was developed to address requests from administrators on evaluating teachers in early education classrooms. Also includes how teachers can enhance professional goals in educating young children.

RIDE's Online Modules
- **Student Learning Objectives: The Assessment Toolkit**
  Rhode Island Department of Education. (n.d.) *RIDE's online module for student learning objectives: The assessment toolkit*. Retrieved from
  http://media.ride.ri.gov/PD/Eval/Assessment_Toolkit_output/story.html

- **Student Learning Objectives: Deepening Assessment Literacy**
  Rhode Island Department of Education (n.d.) *RIDE's online module for student learning objectives: Deepening assessment literacy.* Retrieved from
  http://media.ride.ri.gov/PD/Eval/Deepening_Assessment_Literacy_output/story.html

These online modules from the Rhode Island Department of Education are a detailed toolkit on how to create SLOs and develop the assessment process.

Legislation/Policy Guidance: Resources that specifically address how early childhood teachers are impacted by legislation or policy on teacher evaluation.

Overview of Senate Bill 10-191 Requirements for Early Childhood Professionals
Colorado Department of Education. (2013). *Overview of Senate Bill 10-191 Requirements for Early Childhood Professionals.* Retrieved from
http://www.cde.state.co.us/sites/default/files/documents/communications/download/factsheets/ecefactsheet.pdf

This fact sheet from the Colorado Department of Education provides detail on early childhood teachers in Senate Bill 10-191 which mandates teacher evaluation. Provides detailed information on which early childhood teachers are to be evaluated and how it will differ from other grades' evaluation processes.

NATIONAL RESOURCES

The Center on Great Teachers and Leaders has a number of resources related to teacher evaluation systems. Selected examples include:

- **Measuring Student Growth for Nontested Subjects and Grades**
- **SLO library** with links to state-developed SLOs.
- **Online Database** on state teacher and principal evaluation policies
- Professional Learning Module on **Introduction to Student Learning Objectives**

The Reform Support Network provides technical assistance to Race to the Top (K-12) grantees. The **SLO Library** includes SLO annotated examples from RTT states, including pre-K through second grade.

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ABOUT CEELO:

One of 22 Comprehensive Centers funded by the U.S. Department of Education's Office of Elementary and Secondary Education, the Center on Enhancing Early Learning Outcomes (CEELO) will strengthen the capacity of State Education Agencies (SEAs) to lead sustained improvements in early learning opportunities and outcomes. CEELO will work in partnership with SEAs, state and local early childhood leaders, and other federal and national technical assistance (TA) providers to promote innovation and accountability.

For other *CEELO Policy Reports*, *Policy Briefs*, *FastFacts*, and *Annotated Bibliographies* go to http://ceelo.org/ceelo-products/.

The Center on Enhancing Early Learning Outcomes (CEELO) is a partnership of the following organizations: