

McREL updates North Carolina evaluation system for the 21st century



The Challenge

“Getting students ready for a global society” was the goal of the State Board of Education in North Carolina when, in 2008, it adopted a new mission and goal statement. Focusing on 21st century skills, the board set “rigorous, conscientious goals” to improve school leadership and classroom instruction in order to prepare students for success in college and the workforce. An overhaul of its statewide system of evaluation for teachers, principals, and superintendents was to follow.

Strategic Solution

The North Carolina Department of Public Instruction (NCDPI) partnered with McREL experts in psychometrics and assessment who developed evaluation instruments for educators based on North Carolina’s Framework for 21st Century Learning and the state standards. In addition, McREL applied its practical knowledge of leadership and teacher development to design a preparatory program for future school leaders in education at colleges and universities in the state.

Results

The North Carolina **Educator Evaluation System**, the first of its kind in the country, aligns the state’s evaluation system with educator standards and is impacting 116 districts, 9,000 schools, 100,000 teachers, and 1.4 million students across North Carolina. The evaluation instruments McREL developed have been field-tested and analyzed for validity and reliability and are currently being used by all teachers and principals throughout the state.

Next Steps

The work between McREL and NCDPI continues, as a superintendent evaluation instrument is still in development. The teacher training program that McREL developed, in conjunction with NCDPI and the New Teacher Center at the University of California at Santa Cruz, was used in the pilot and field testing of the teacher and principal evaluation instruments, and now other agencies are using it to train remaining staff members in the districts.