

# The DNA of Teacher Effectiveness.

**IF there is agreement about the 21st century competencies for students and teachers...**

**evaluate  
teacher  
effectiveness**

AND there are measures for assessing student learning that can be used, in part, to evaluate teacher effectiveness;

**teacher  
preparation  
programs**

AND teacher preparation programs are designed to enable candidates to develop proficiency toward those competencies, assess candidate competence, and provide meaningful field experience;

**state  
program  
approval and  
licensing  
requirements**

AND state program approval and licensing requirements and processes set expectations for teacher preparation curricular and instructional content and practices;

**induction and  
mentoring**

AND beginning teachers participate in explicit induction and mentoring programs, are provided with targeted professional development, and participate in evaluation activities to improve practice;

**job-embedded  
professional  
development**

AND teachers continue to improve knowledge and skills through regular job-embedded professional development, and respond to incentives for furthering career interests and expertise;

**differentiated  
compensation  
systems**

AND teachers take on formal leadership roles and responsibilities and are compensated through a differentiated compensation systems;

**THEN teachers and students can achieve 21st century competencies.**