

# Great Classroom Teaching and Learning in Iowa: The Impact of TIF

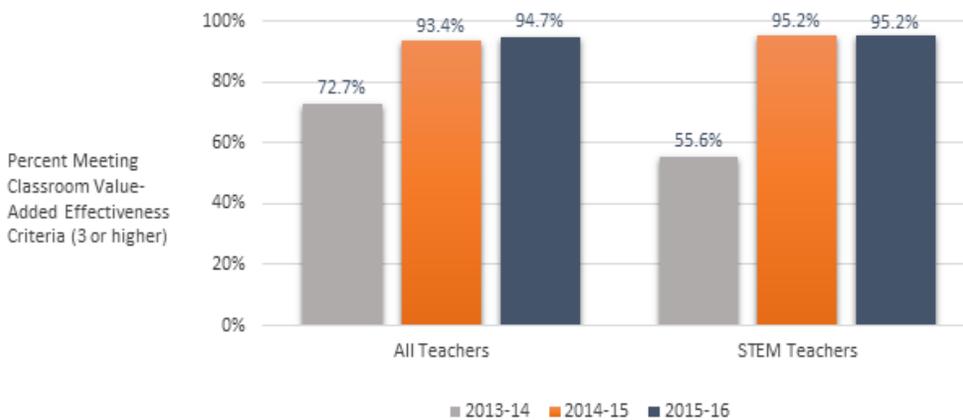
2017

## Powerful Examples of Teacher Leadership

The Iowa community school districts of Saydel and Central Decatur use the Teacher Incentive Fund grant to put in place powerful models of teacher leadership that draw educators from across the state to observe them at work. Funding provided through the state Teacher Leadership and Compensation System enables every district to build teacher leadership structures. Many districts are looking for ways to ensure that these positions provide the tools, resources, authority, time and compensation to ensure that teacher leaders are integrated into school leadership teams with administrators. By providing teachers with meaningful leadership roles and responsibilities, Saydel and Central Decatur Community School Districts have measurably increased teacher effectiveness and student academic achievement growth.



## Teachers' Instructional Skills Increase and STEM Teachers Make Exceptional Improvement



Classroom value-added scores are used to evaluate teacher effectiveness. To be considered effective, a TAP teacher must have received a value-added score of 3 or higher (on a 5-point scale), which corresponds to at least one year's expected growth of his/her students. From 2013-14 to 2015-16 there was an increase in the percentage of teachers meeting the classroom value-added target – a 22% increase for teachers overall and a 39.6% increase for STEM teachers.

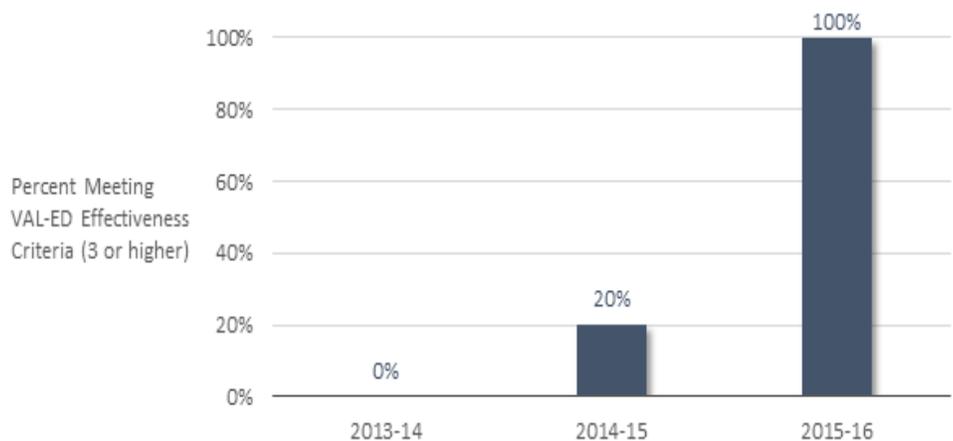


*"TAP has been a wonderful program for us to implement. It has helped our school to increase student achievement."*  
- Julie Pederson, Mentor Teacher, Central Decatur Community School District



## Administrator Effectiveness Increases

One measure used to evaluate administrator performance is the Vanderbilt Assessment of Leadership in Education (VAL-ED). To be considered effective, TAP principals must have a VAL-ED score of 3 or higher. As shown in the figure below, the percentage of administrators considered effective as measured by VAL-ED scores has substantially increased over time. In 2015-16, 100% of administrators met the VAL-ED effectiveness criteria, a 100% increase from the 2013-14 school year.



## Leaders to Learn From



In 2016, Superintendent Chris Coffelt of Central Decatur CSD was recognized by Education Week as a Leader to Learn From. His work building teacher leadership roles, integrating teacher leaders into distributed leadership teams with administrators, and sharing these successful practices with Superintendents across the state, led to his selection. Superintendent Coffelt was recognized at the Leaders to Learn From national conference in Washington, DC, and presented the significant and sustained increases in teacher effectiveness and classroom instruction that have been achieved. He told the audience, "Think of the best teacher you had, and imagine you had someone like that every year. That is the goal we are striving for in Central Decatur."

*"TAP has helped us put the framework in place to create a common conversation about what effective teaching looks like. It is helping our teachers improve their game, and helping our students learn and achieve at even greater rates than what we've seen historically."*

- Chris Coffelt, Superintendent, Central Decatur Community School District