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February 26, 2013

The Honorable Todd Rokita  
Chairman of the Subcommittee on Early Childhood, Elementary, and  
Secondary Education  
Committee on Education and the Workforce  
U.S. House of Representatives  
Washington, DC 20515

Dear Mr. Chairman:

On behalf of ASCD's 140,000 members, I want to thank you for choosing to focus one of your first hearings as chairman of the subcommittee on teacher performance measures across the United States. The quality of both teachers and school leaders are the most important in-school factors affecting students' success, and ASCD and our members support efforts to fairly and accurately measure educator effectiveness. To help inform the subcommittee's coming hearing, attached you will find a new ASCD analysis that focuses on the states' teacher evaluations in three areas: frequency of evaluations, teacher ratings, and the extent to which student learning data is used in evaluations.

ASCD believes that all students deserve access to highly effective teachers in every subject, and teacher evaluations must lead to professional development opportunities that build the capacity of districts and schools to improve student outcomes. To help teachers understand their own performance and identify a plan for improvement, they need a fair and accurate assessment of their skills. And to be accurate, evaluations must be based on multiple measures, including observations, peer reviews, self-assessments, and their students' performance in the subjects they teach.

As you can see from the attached analysis, there is considerable variation among the states on a multitude of evaluation components and many systems are still under development or in the piloting stage. As the subcommittee examines these various performance measurement systems, we encourage you to keep in mind that the goal of measuring teacher effectiveness is to improve the ability of educators to increase student learning and achievement.

We hope that you find our attached resource useful for the subcommittee's deliberations. As a recognized leader in providing expert and innovative



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solutions to improving education, ASCD and our members are committed to preparing students for success in college, career, and citizenship. For further information on educator effectiveness, please contact Megan Wolfe, ASCD's advocacy manager, at [megan.wolfe@ascd.org](mailto:megan.wolfe@ascd.org), or 1-703-575-5616.

Cordially,

A handwritten signature in black ink that reads 'David Griffith'. The signature is written in a cursive style with a large, stylized 'D' and 'G'.

David Griffith  
Director of Public Policy

Cc: Members, Subcommittee on Early Childhood, Elementary, and Secondary Education