

ADVANCE: A NEW TEACHER EVALUATION AND DEVELOPMENT SYSTEM FOR NEW YORK CITY

New York City schools will introduce *Advance* in the 2013-14 school year. *Advance* is the new system for evaluating teacher performance and supporting teachers' professional growth. This system will help strengthen the quality of instruction in all our schools. Even better teaching will help us achieve our most important goal: ensuring that all of New York City's students graduate from high school ready to succeed in college and careers.

Why a new system of teacher evaluation and development?

This new system was required by State law, but improving the way we evaluate and develop our teachers has been important to the City for years. We believe that all students can succeed. We also believe, and research across the country supports, that teachers – with the support of school leaders – are the most important factor inside our schools for student success. New York City has been working since 2010 to design *Advance*. The work the City has started provides meaningful feedback to help teachers better support their students' learning. *Advance* will also help school leaders better understand the effectiveness of the teachers and support teachers' growth at their schools.

What does this mean for my child?

In the short term, students can expect to see three changes:

1. **More classroom visits by principals and assistant principals.** More frequent observations is one of the most important features of *Advance*. These observations will give principals and other administrators a better understanding of each teacher's strengths and areas for growth. These frequent observations, and the accompanying feedback provided, will also help school leaders and teachers work together toward continuous improvement.
2. **More opportunities to show how much they are learning.** As part of *Advance*, schools may ask students to complete different tasks than they have in the past. Students may have extended writing opportunities and more challenging math problems. Targeted use of assessments will help our teachers better understand what students know and are able to do. Principals and other administrators may also use these assessments in addition to observations to gain a fuller picture of each teacher's strengths and areas for growth.
3. **An opportunity to voice their opinions about their classroom experience.** Students in grades 3-12 will participate in the Tripod Student Perception Survey in spring 2014. This survey asks students about their experiences of teaching, classroom life, and school culture. Student feedback is important to both schools and teachers. Students can offer unique insights into how their teachers captivate, challenge, and care for them. Student privacy will be protected. Teachers will be unable to view individual students' survey responses.

As with any important change, this will take time and require support. The NYCDOE is providing a variety of training opportunities and on-the-job supports to prepare teachers and administrators. In the long term, *Advance* will help our students learn more by helping make sure that their teachers are learning and growing, too.

Where can I learn more?

Visit the NYCDOE's *Advance* website: <http://schools.nyc.gov/Advance>, and click on the "For Families" tab.

The website explains the work the City has done to create a teacher evaluation and development system that benefits students. You can also get answers to frequently asked questions and find resources and a webinar describing *Advance* in greater detail.

If you have additional questions, talk to your school's principal or parent coordinator.