Chalkboard Project Educator Compact

State-Level Policies	Outcome	Target (Districts will show evidence of)
Mentoring new teachers and leaders	Every new Oregon teacher and leader has access to a research-based mentoring program for a minimum of three years.	• Districts retain 90% of all new teachers and leaders. • 90% of a district's teachers and leaders are deemed "effective." • Third year teachers and leaders, on average, are as effective as experienced educators.
Rigorous Performance Evaluation (SB290)	• Every Oregon teacher and leader has ongoing meaningful and research-based feedback on performance. • Educator evaluation is based upon a minimum of four levels of proficiency with an emphasis on improvement of practice.	• Evidence of higher levels of professional practice reflected in student outcomes. • Teachers and leaders have a clear path to improve practice. • Effective teachers and leaders have new opportunities for career advancement including new roles and responsibilities.
Assessing Distribution of Effective Educators	Schools and districts report percentage of highly effective educators. State has evidence of where highly effective educators are currently teaching.	High need schools in a district have a higher percentage of highly effective educators than the other district schools.
Professional Development and Learning	Every Oregon teacher and leader has access to meaningful, sustained professional learning that will: • Enhance practice and student success. • Links directly to growth needs evidenced in performance evaluation.	• Districts will align the delivery of professional development with national standards. • Guaranteed sustained resources available for teachers and leaders in every school and district.
Ensure educators are trained to meet needs of ELL, special needs, and underperforming students	ELL, special needs, and underperforming students receive the instruction they need to succeed and close the achievement gap.	All teachers and leaders have the training needed to address the achievement gap.
Teacher and Leader Preparation	• Teacher and leader prep programs in Oregon are aligned with newly adopted standards and performance measures. • Teacher prep selection, clinical experiences, and performance measures address district and statewide needs.	• Recruit and hire teachers and leaders candidates who have been rigorously prepared and evaluated with the new standards. • Candidates demonstrate greater success in student outcomes. • Candidates have a higher level of retention.