



USING DATA TO DEVELOP HUMAN CAPITAL

Empowering Administrators to Optimize their Greatest Asset

OUR PARTNER

Texas Center for Educator Effectiveness (TxCEE) focuses on the most important element in a school—teachers and school leaders—by working with educators to systematically increase their skills and, thereby, increase student achievement. TxCEE provides training and support to district and campus leaders to align Human Capital Management System (HCMS) components to increase the effectiveness of their educators.

TxCEE focuses on building talent one educator at a time and we were excited to provide the technology and solutions necessary to empower administrators and help educators enhance their skills to become satisfied, successful professionals.



We partner with institutions that educate, advocate and enrich the lives of others. Their projects go beyond achieving simple business goals—they strive to fulfill missions that make a lasting impact today, and into the future. We empower educators and learners with innovative, scalable and easy-to-use technology.

THE CHALLENGE

Educators in Texas classrooms are tasked with the challenge of setting rigorous academic standards based on varied educational data elements. School districts need support in making meaning from the ever-increasing supply of educational data and transforming this data into information that can easily and effectively inform a variety of critical decisions. TxCEE was looking to develop a comprehensive, cost competitive, data management system to help districts align their human capital efforts.

The Texas public school districts use multiple data systems to manage educator information, including hiring, training and professional development, educator evaluation, student data and human resources. TxCEE received a federal Teacher Incentive Fund (TIF) Grant from U.S. Department of Education to help accomplish the goal of creating an effective HCMS to improve educator effectiveness and student performance.

THE SOLUTION

Through our partnership with TxCEE, we learned that multiple data systems were used to manage educator information and that the State of Texas was at a critical juncture in the evolution of its system for teacher preparation, evaluation, compensation and career pathway development. With this in mind, we developed the Texas Educator Effectiveness Management System (TEEMS), while adhering to the TIF Grant regulations.

TEEMS was designed to support the human capital needs in an intuitive, easy-to-use and functionally robust manner. It is comprised of six individual modules that districts can choose from to help inform and personalize their HCMS. These modules included Student Growth, Educator Evaluation, Educator Effectiveness, Performance-Based Compensation, Hiring (Talent Acquisition) and Training & Professional Development. This comprehensive system, driven by rigorous academic standards, ensures that highly effective educators are available for every student.

THE OUTCOME

TEEMS allowed TxCEE to manage their extensive educator evaluation systems in one, streamlined location so they could assist districts and campuses in their efforts to improve instruction in the classroom, advance administrator leadership and develop structures that support educator effectiveness. TEEMS empowers school district administrators to manage human capital by making data driven decisions to improve both educator and student performance.

By using TEEMS, TxCEE provides targeted professional development and offers effective teachers a variety of career pathway opportunities to become talent-ready individuals who can move into leadership roles. TEEMS helps TxCEE use data to guide instructional decisions—including placement, retention, compensation and promotion—that remain vital to professional growth and student success.



19
Counties



33
School Districts



6300+
Professional Staff



88,000+
Students

TxCEE is part of the Region 18 Education Service Center which serves 19 counties, 33 school districts, over 6,300 educators and more than 88,000 students.

From design and development to launch and beyond, we partner with you every step of the way to find solutions, integrate new technology and bring your vision to life.



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THE RESULTS

- ▶ Strategies for identifying, recruiting, retaining and distribution of effective educators
- ▶ Provides educators with opportunities to demonstrate students' growth by setting precise, attainable goals that are aligned to standards
- ▶ Implementation of best practices around data use for continuous educator improvement
- ▶ Easy navigation with time saving tools for score entry and approval
- ▶ Personalized dashboard allows teachers to track progress
- ▶ District-wide systems for teachers and administrators to be evaluated multiple times during school year using consistent, rigorous observation rubric
- ▶ Calendar, reporting, branding, workflow, alerts/emails and audit functions
- ▶ Online evaluation tools including video recording, assigning observation components to a rubric and developing numeric score based on a non-numeric rubric
- ▶ Seamlessly import evaluation scores from other evaluation systems into one location
- ▶ Includes an evaluation rubric builder for districts that have created customized Educator Evaluation Instruments
- ▶ Manage Student Learning Objectives (SLO) data
- ▶ Ability to calculate Educator Effectiveness ratings using multiple measures
- ▶ Performance-based compensation systems (PBCS) reward effective teachers and administrators
- ▶ Financial rewards for teachers who take on leadership roles such as teacher leaders
- ▶ Recruitment incentives for teachers in hard-to-staff subject areas and administrators in hard-to-staff schools