



# UPBEAT

Our mission is to keep teachers engaged at work and staying at their schools.

## Every Student Succeeds Act State Guidelines and Upbeat

### Section 1111, Section B - Indicators of School Performance

*To give states flexibility in monitoring and supporting school quality, the Every Student Succeeds Act (ESSA) gives states the ability to choose a fifth indicator of a school’s performance.*

Section 1111(v)(I) “For all public schools in the State, not less than one indicator of school quality or student success that— (aa) allows for meaningful differentiation in school performance; (bb) is valid, reliable, comparable, and statewide (with the same indicator or indicators used for each grade span, as such term is determined by the State); and (cc) may include one or more of the measures described in subclause (II). (II) For purposes of subclause (I), the State may include measures of...(IV) educator engagement...”

**There a few specific ways Upbeat can be used to accomplish the purpose of Section 1111:**

<b>Section 1111 - 5th Indicator</b>	<b>How Upbeat Meets the Guideline</b>
<p>The fifth indicator in school performance allows states to submit a plan to include a measure of their own determination.</p> <p>Included as a potential measure is employee engagement. One condition is that the measure needs to be proven to increase student achievement.</p>	<p>The Upbeat teacher engagement score combines the latest research in teacher retention and performance with overall employee engagement measures and research.</p> <p>Our indicators of engagement have been linked with improvements in student achievement in research, (<a href="#">Kraft, Marinelli, Lee, 2016</a>).</p>

## **Section 2103, Part B - Teacher Equity Plans**

*To ensure that educators have the training and support they need to best support their students, the final regulations ask states to describe their strategies to support and develop excellent educators, including efforts to enhance and expand their systems of professional development, retention, and advancement.*

(B) “Developing and implementing initiatives to assist in recruiting, hiring, and retaining effective teachers, particularly in low-income schools with high percentages of ineffective teachers and high percentages of students who do not meet the challenging State academic standards, to improve within-district equity in the distribution of teachers, consistent with section 1111(g)(1)(B), such as initiatives that provide...(vi) a system for auditing the quality of evaluation and support systems”

**There a few specific ways Upbeat can be used to accomplish the purpose of Section 2103, Part B:**

<b>Section 2103, Part B</b>	<b>How Upbeat Meets the Guideline</b>
<p>ESSA requires that states submit a plan to ensure that students in low-income schools are not consistently served by inexperienced, ineffective teachers.</p> <p>As part of this requirement, ESSA asks states to submit a plan for retaining high quality teachers in these schools.</p>	<p>Upbeat provides the ability for school administrators to measure both the engagement and satisfaction level of “high quality” educators across all schools and in individual schools, including in high needs areas. The instrument can be used to audit the evaluation and support systems across a district and at individual schools. This allows for clear diagnosis of factors determining retention of high quality teachers.</p>