Teacher Characteristics and Effectiveness

February 1, 2013
The distribution of TVAAS Evaluation Composites does not differ substantially by years of experience.

Note: All slides use 2011-12 data and include teachers who received an individual TVAAS Evaluation Composite.
Similarly, the distribution of TVAAS Evaluation Composites does not differ substantially by education level.

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**Note:** Education level represents teacher’s highest level of educational attainment.
The distribution of TVAAS Evaluation Composites also does not differ substantially by salary level.
A teacher’s prior experience is not a strong predictor of their effectiveness as measured by their TVAAS score.

Note: Experience explains only 0.4% of the variation in TCAP Composite Effect; to the extent that the variation is explained teachers with fewer years of experience tend to have slightly higher TCAP Composite Effects.
Similarly, salary explains very little of the variation in TVAAS scores.

Note: Salary explains only 0.2% of the variation in TCAP Composite Effect; to the extent that the variation is explained teachers with lower salaries tend to have slightly higher TCAP Composite Effects.