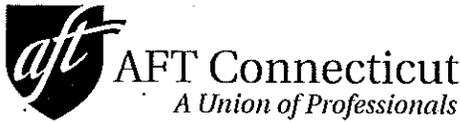


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AFT Connecticut  
AFT, AFL-CIO

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Healthcare  
Higher Education  
Public Employees  
PSRP  
Teachers

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**Testimony of  
Carole Clifford, Professional Development Coordinator  
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**RE: S.B. 440 An Act Concerning School Districts  
and Teacher Performance Programs**

Sharon Palmer  
PRESIDENT

**EDUCATION COMMITTEE PUBLIC HEARING**

**March 15, 2010**

Melodie Peters  
FIRST VICE PRESIDENT

Leo Canty  
SECOND VICE PRESIDENT

Good afternoon Senator Gaffey, Representative Fleischmann and members of the Education Committee. Thank you for giving me the opportunity to speak before you today. My name is Carole Clifford and I am the Professional Development Coordinator for AFT Connecticut, a diverse union of 28,000 members and a former Hartford teacher.

Thomas Bruemi  
SECRETARY-TREASURER

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I am here to speak on S.B. 440 *An Act Concerning School Districts and Teacher Performance Programs* which would expand the state-wide public school information system and analyze measures of student growth for the purposes of monitoring teacher effectiveness. AFT Connecticut has concerns with the confidentiality of the data being collected and how this data will be used to monitor teacher effectiveness. What exact data will this be? How will this define teacher effectiveness? What are the safeguards in place to protect students' and teachers' privacy?

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We know that teacher effectiveness needs to be measured by multiple factors that not only include student data on academic growth but also on social and behavioral growth. We also know that important parts of teacher effectiveness are school environment, professional development, peer review, and available resources. Student growth is not just the result of one teacher's activities but a reflection of other teachers, family and community support, school climate and strong leadership.



We, therefore recommend a task force be formed that can clarify these issues and a more comprehensive bill can be written.

Thank you for your time and if you have any questions I would be happy to answer them.