

# The Effect of Evaluation on Teacher Performance

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## Web Appendix

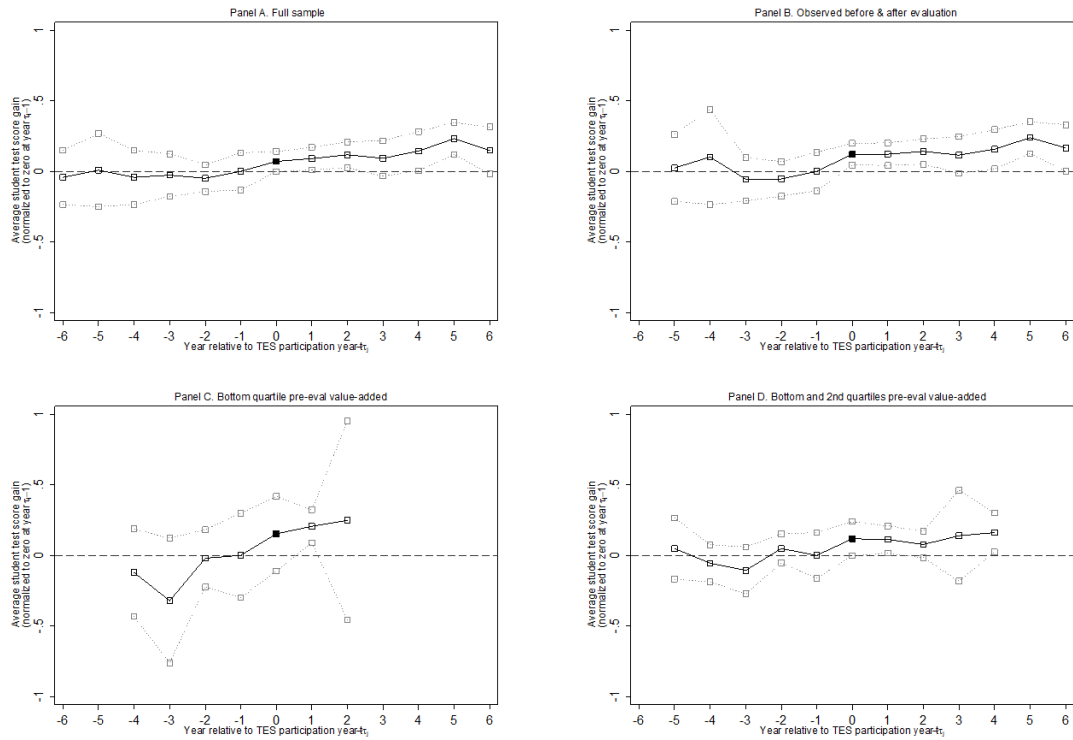


FIGURE 1A: TEACHER PERFORMANCE RELATIVE TO YEAR OF EVALUATION FOR SUBSAMPLES

Notes: Dotted lines represent 95% confidence interval.

Table A1: Reading achievement effects, and estimates by type of teaching assignment

	Reading achievement			Math achievement	
	(1)	(2)	(3)	Teach math only	Teach math and reading
	(1)	(2)	(3)	(4)	(5)
School year relative to year of TES evaluation (all other years prior omitted)					
Year of evaluation ( $t=\tau$ )	-0.009 (0.036)	-0.006 (0.036)	0.012 (0.050)	0.068 (0.046)	0.021 (0.087)
All years after ( $t>\tau$ )	-0.050 (0.038)	-0.047 (0.038)	-0.051 (0.058)	0.114* (0.051)	0.039 (0.083)
Teacher experience quadratic	Y			Y	Y
Student covariates	Y	Y		Y	Y
Teacher clusters	144	144	144	50	55
Student-year observations	18030	18030	18030	9597	4734

Note: Each column reports a separate teacher fixed effects estimation of student standardized (by grade and year) test score as a function of grade-by-year fixed effects, and the indicated covariates. Student covariates as described in table 3 note. Clustered (teacher) standard errors in parentheses.

\*\* indicates  $p<0.01$ , \*  $p<0.05$ , and +  $p<0.10$ .

Table A2: Nonparametric functional form of evaluation treatment

	(1)	(2)
School year relative to year of TES evaluation (year immediately prior, $t=\tau-1$ , omitted)		
Six years prior ( $t=\tau-6$ )	-0.067 (0.100)	0.094 (0.166)
Five years prior	0.0109 (0.116)	-0.034 (0.120)
Four years prior	-0.009 (0.092)	-0.031 (0.124)
Three years prior	-0.010 (0.084)	-0.033 (0.139)
Two years prior	-0.051 (0.048)	-0.044 (0.065)
Year of evaluation ( $t=\tau$ )	0.051 (0.038)	0.077+ (0.044)
First year after ( $t=\tau+1$ )	0.081* (0.037)	0.105* (0.044)
Second year after	0.125** (0.040)	0.137** (0.051)
Third year after	0.111 (0.073)	0.174* (0.080)
Fourth year after	0.143** (0.052)	0.264** (0.070)
Fifth year after	0.230** (0.041)	0.371** (0.067)
Sixth year after	0.139* (0.065)	0.307** (0.062)
Teacher experience quadratic		
Student covariates	Y	

Note: Each column reports a separate teacher fixed effects estimation of student standardized (by grade and year) math test score as a function of grade-by-year fixed effects, and the indicated covariates. Student covariates as described in table 3 note. Clustered (teacher) standard errors in parentheses. In each case the sample is comprised of 105 teachers and 14,331 student-by-year observations.

\*\* indicates  $p < 0.01$ , \*  $p < 0.05$ , and +  $p < 0.10$ .