

Disclosure Statement: John Friedman

Financial Support: Smith Richardson Foundation and Russell Sage Foundation.

Potential Conflicts:

On June 13, 2015, I was retained as a potential expert witness by the Radey Law Firm to advise the Florida Department of Education on the importance of teacher effectiveness for student learning, as related the development of Draft Rule 6A-5.0411. My work in this matter lasted roughly one week, and I had no involvement in any legal proceeding.

On December 11, 2015, I was retained as an expert witness by the Houston Independent School District in the matter of *Houston Federation of Teachers, et al. v. Houston Independent School District*. I have not shared or discussed this paper with the parties in this case or their attorneys.

I have no further relevant or material financial interests that relate to the research described in this paper.