

DPI Pilot Update Educator Effectiveness

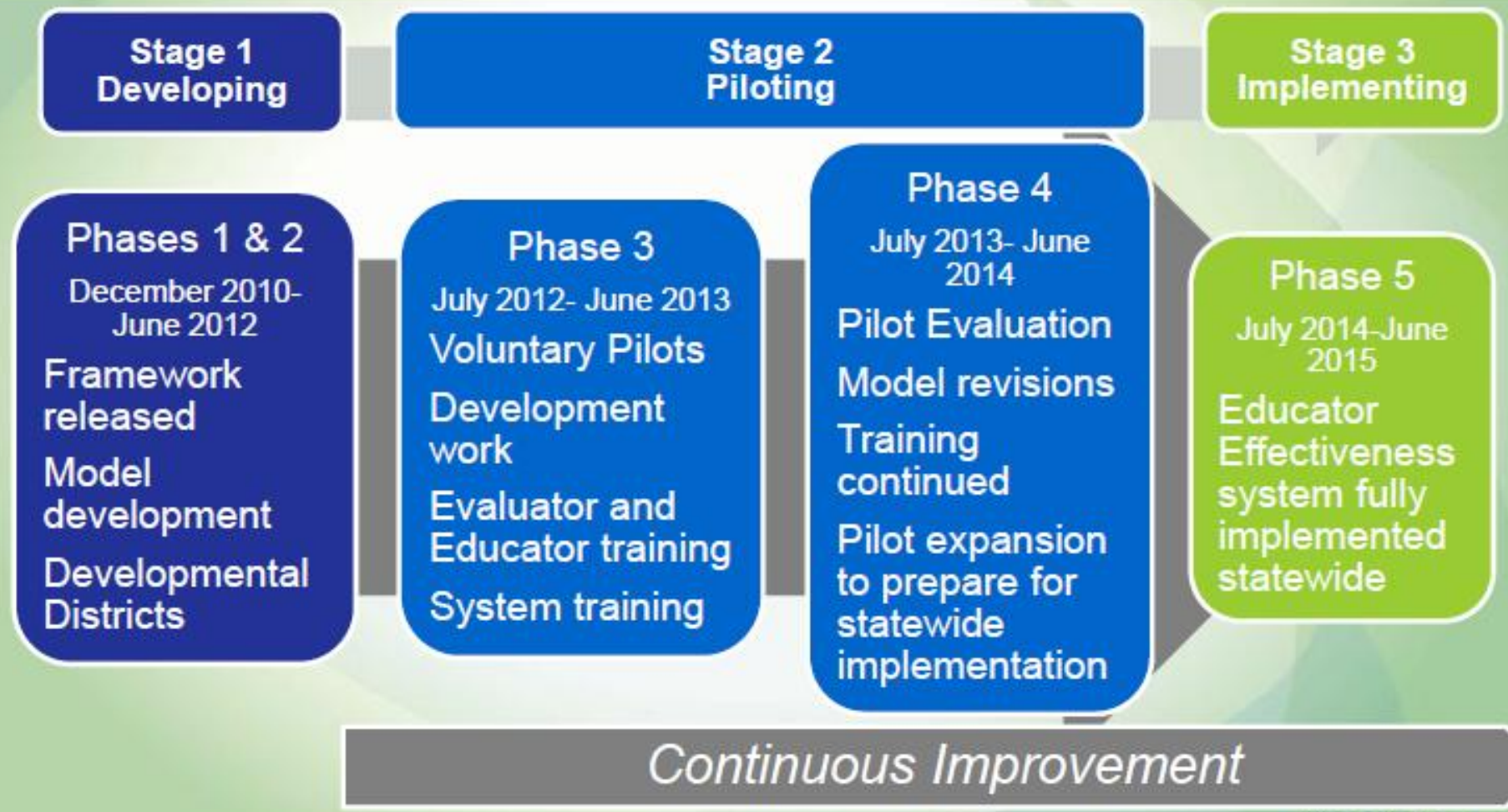
Monday, September 9, 2013

Instruction Work Group

Appendix PPP-3-8



Educator Effectiveness Timeline





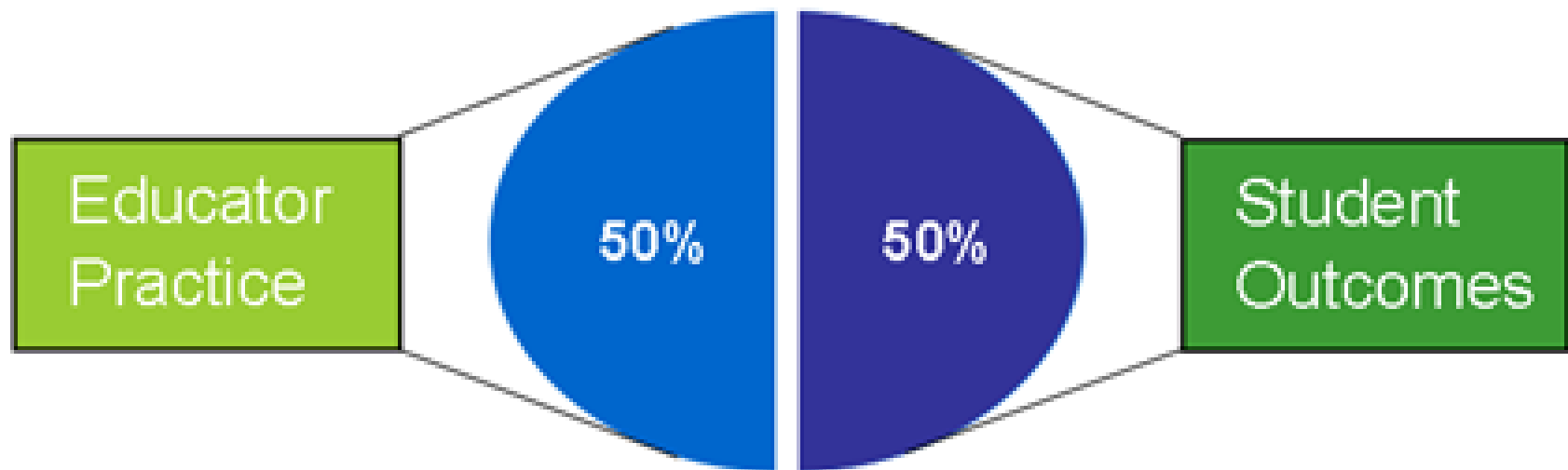
DPI- Pilot Purpose

Understand how the Educator Effectiveness System functions in the real time life of principals and teachers, and use practitioner feedback to shape the system.



Continuous Improvement

Educator Evaluation



Design Team Membership

American Federation of Teachers (AFT)

– *(Bryan Kennedy)*

Association of Wisconsin School Administrators

– *(Jim Lynch)*

Office of the Governor

– *(Michael Brickman)*

Professional Standards Council (PSC)

– *(Lisa Benz)*

Wisconsin Association of Colleges of Teacher Education (WACTE)

– *(Julie Underwood)*

Wisconsin Association of Independent Colleges & Universities (WAICU)

– *(Kathy Lake)*

Wisconsin Association of School Boards (WASB)

– *(John Ashley)*

Wisconsin Association of School District Administrators (WASDA)

– *(Miles Turner)*

Wisconsin Department of Public Instruction

– *(Mike Thompson)*

Wisconsin Education Association Council (WEAC)

– *(Mary Bell)*

Guiding Principles of the System

An educator evaluation system must deliver information that:

- *Guides effective educational practice that is aligned with student learning and development*
- *Documents evidence of effective educator practice*
- *Documents evidence of student learning*
- *Informs appropriate professional development*
- *Informs educator preparation programs*
- *Supports a full range of human resource decisions*
- *Is credible, valid, reliable, comparable, and uniform across districts*

Danielson's Framework

Domain 1: Planning and Preparation

- *1a Demonstrating Knowledge of Content & Pedagogy*
- *1b Demonstrating Knowledge of Students*
- *1c Setting Instructional Outcomes*
- *1d Demonstrating Knowledge of Resources*
- *1e Designing Coherent Instruction*
- *1f Designing Student Assessments*

Domain 4: Professional Responsibilities

- *4a Reflecting on Teaching*
- *4b Maintaining Accurate Records*
- *4c Communicating with Families*
- *4d Participating in Professional Community*
- *4e Growing and Developing Professionally*
- *4f Showing Professionalism*

Domain 2: Classroom Environment

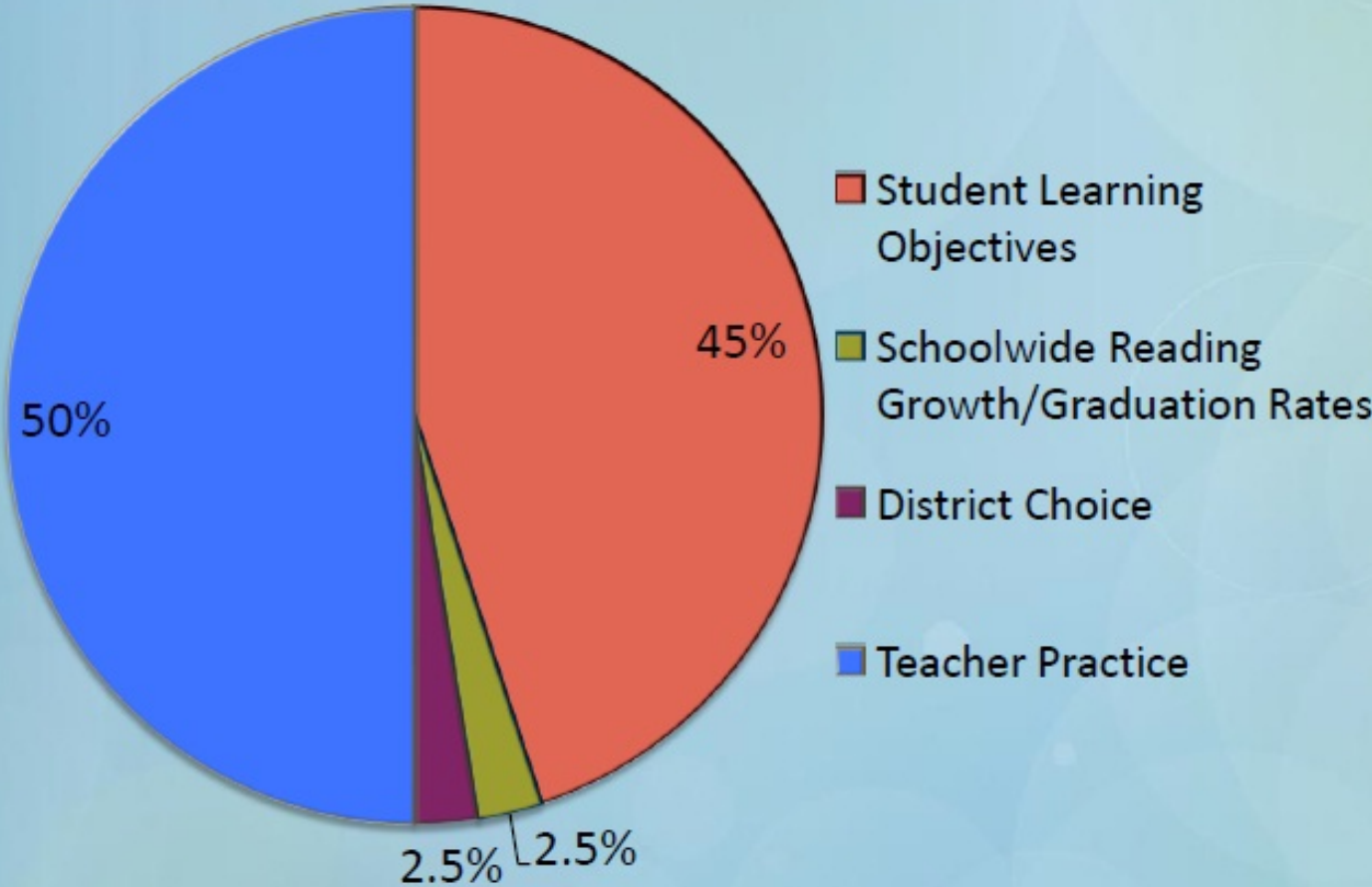
- *2a Creating an Environment of Respect & Rapport*
- *2b Establishing a Culture for Learning*
- *2c Managing Classroom Procedures*
- *2d Managing Student Behavior*
- *2e Organizing Physical Space*

Domain 3: Instruction

- *3a Communicating with Students*
- *3b Using Questioning & Discussion Techniques*
- *3c Engaging Students in Learning*
- *3d Using Assessment in Instruction*
- *3e Demonstrating Flexibility & Responsiveness*



2013-14 Teacher Outcome Measures





DPI Pilot 2012-2013

During the 2012-2013 school year participating schools piloted one component of the Educator Effectiveness System (practice goals, student learning objectives, school learning objectives or principal evaluation).



2012-2013 Participating Pilot Schools

- Randall Elementary School-Principal Evaluation
- Blackhawk Middle School- Practice Goals
- Memorial High School- Student Learning Objectives
- LaFollette High School- School Learning Objectives





2012-2013 Pilot Feedback

- EE system has great potential to positively impact professional growth and represents a great improvement over our current evaluation tool
- Time for both teachers and principals to adequately carry out the evaluation cycle needs further analysis



DPI Pilot Expansion 2013-2014

For the 2013-2014 school year participating schools will pilot all components of the Educator Effectiveness System. (practice goals, student and school learning objectives)





2013-2014 Pilot Feedback

- Use pilot group feedback to inform DPI and the development of a two-year EE implementation plan-Strategic Framework/Thriving Workforce
- Ongoing principal and teacher vetting sessions for non-pilot staff to inform the MMSD two-year implementation plan

