

# Educator Effectiveness Update

BOE Instruction Work Group



# Objectives

- Understand the status of the MMSD evaluator certification process
- Understand who will be evaluated and when
- Understand the evaluation workflow
- Understand professional development calendar to support implementation

## 2 Parts of the Educator Effectiveness Evaluation System





# The Danielson 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 Assessment

## Domain 4 - Professional Responsibilities

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

## Domain 2 - Classroom Environment

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

## Domain 3 - Instruction

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



# Teachscape Evaluator Certification Status

As of April 1<sup>st</sup> , 94% of MMSD principals have passed the Teachscape Evaluator Certification requirement.

Principals who do not meet the deadline must meet with their Assistant Superintendent to discuss a plan for completion.

# Who will be evaluated?

Staff eligible to be evaluated using the Educator Effectiveness system are responsible for planning, delivering and assessing instruction and managing a classroom environment.

# When will staff be evaluated

- MMSD will “reset” the evaluation schedule, balancing one-third of evaluations, for each building, across the next 3 years
- All new teachers to MMSD must be evaluated in their first year of employment
- Our aim is to notify staff who will be evaluated in 2014-2015 before the end of the school year





# The Educator Effectiveness Plan

- All educators whether they are in their Rating Year or Non-Rating Year complete an Educator Effectiveness Plan.
- Educator Effectiveness Plans include both practice goals and goals for student learning
- In non-rating years teachers track progress towards their goals



# Annual Work Flow for Teachers-Rating Year

By October 31st	Semester I	December/ January	Semester II	May/June
Beginning of the year conference and approval of Educator Effectiveness Plan	<p>One formal announced observation</p> <p>One mini-observation (10-15 minutes) formative feedback to teacher-no rating of practice</p>	Mid year conference-review of progress towards goals	<p>One formal unannounced observation</p> <p>One mini-observation (10-15 minutes) formative feedback to teacher- no rating of practice</p>	Final rating conference where evidence is reviewed and final rating of practice and Student Learning Objectives

# A Focus on Continuous Improvement

- The Educator Effectiveness evaluation process emphasizes educator reflection, analysis of practice and student learning outcomes
- All educators will identify areas where they would like to improve based on the self-evaluation
- Data collected through classroom observation and artifacts will continue to inform ongoing improvement



# A Focus on Continuous Improvement

- MMUSD Teachers who earn an average rating of less than 2 across a domain will engage in a plan for assistance
- A plan for assistance will include an individual learning plan to address the growth area(s), additional observations and coaching as determined by the building principal

# Performance Rating

- The evaluation process is designed to be collaborative and evidence based
- In the event the teacher disagrees with the final rating he/she can file a statement that will be attached to the evaluation

# Who will be able to access teacher scores?

- The DPI will pull scores from Teachscape and report data in WISEdash Secure
- Scores are not open to public record
- Scores may be viewed by the teacher and evaluator in WISEdash Secure

# 2014-2015 Professional Development for Principals, Assistant Principals and Building Coaches

February-April	April 9 <sup>th</sup> & 10 <sup>th</sup>	May 14 <sup>th</sup>	June 17 <sup>th</sup> , 18 <sup>th</sup> , 19 <sup>th</sup> and 20 <sup>th</sup>	August Welcome Back	September January and April 2014
DPI-required module presented to all staff on the evaluation system	Overview of evaluation system with a Danielson framework and conducting classroom observations	Overview of evaluation system for principals and assistant principals	Summer workshop- the evaluation cycle with a focus on quality feedback for teachers	3- hour module with a focus on beginning of the year goal setting conferences	Just in time modules released from DPI addressing key components of evaluation process across the year

# Professional Development for Teachers

November 2013	February-April 2014	April 2014	April-June	August 15 <sup>th</sup> & 16 <sup>th</sup> 2014	August Welcome Back	September, January and April 2014
MMSD Orientation Module for Teachers	DPI-required module presented to all staff	Teachscape licenses are sent to teachers who will be evaluated	School-based session to preview work for next year	Optional workshop on goal setting conference with a focus on crafting student learning objectives	3- hour module with a focus on the goal setting conference	Just in time modules released from DPI addressing key components of evaluation process across the year