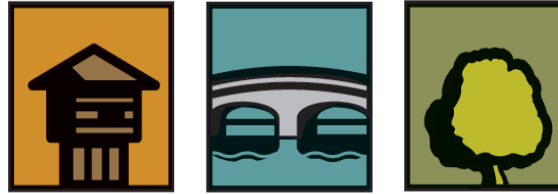SCHOOL DISTRICT OF

FORT·ATKINSON

Educator Effectiveness:

Improve Support. Improve Practice. Improve Outcomes.

*Board of Education Update*

June 19, 2014

The Effectiveness Cycle: 2011 WI Act 166

- Educator Effectiveness is a state-mandated supervision and performance evaluation system designed to support the continuous improvement of educator practice that leads to improved student learning.

- Educators (teachers, principals, and assistant principals) are required to use the Educator Effectiveness System beginning with the 2014-2015 school year.

- Educators will complete an Effectiveness Cycle, at a minimum, in their first year in a district and once every 3 years after.
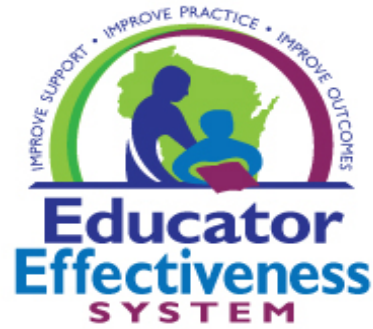
Introduction to Educator Effectiveness

DPI Overview Video
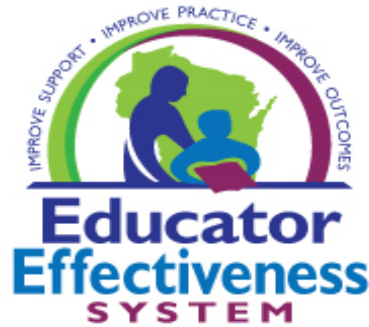
Guiding Principles of EE

- Guide effective educational practice that is aligned with student learning and development

- Document evidence of effective educator practice

- Document evidence of student learning – improving student learning is the ultimate goal

- Inform professional development needs

- Inform educator preparation programs

- Support a full range of human resource decisions

- Implement a credible, reliable, valid, comparable, and uniform evaluation method across districts

Teacher Evaluation Framework

Educator Evaluation

Educator Practice — 50% | 50% — Student Outcomes
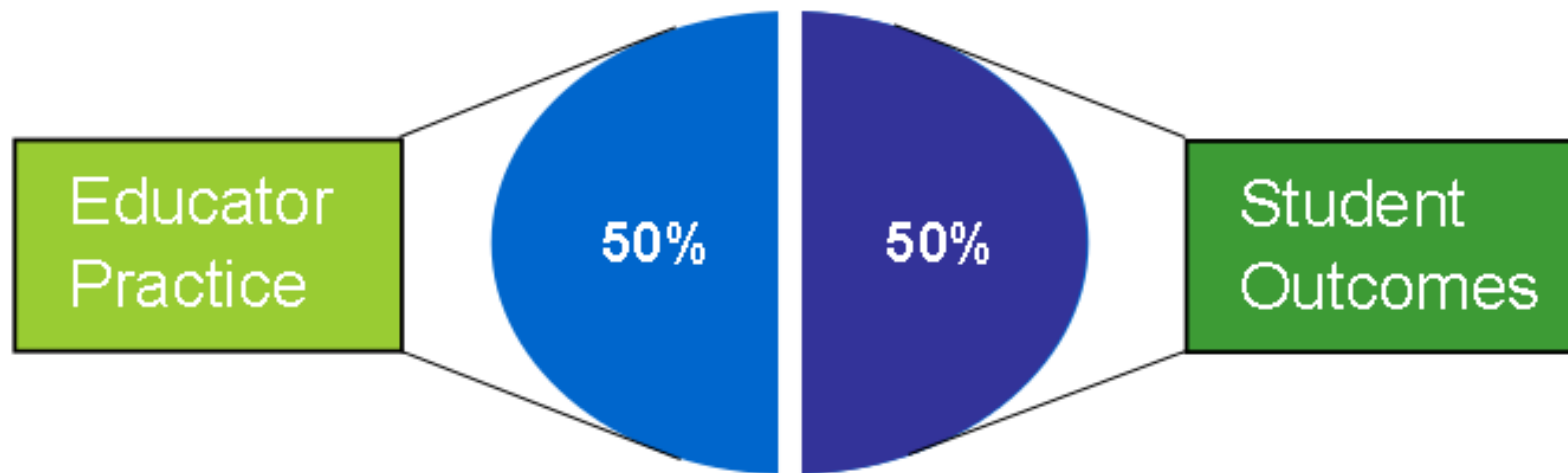
Teacher Evaluation Framework
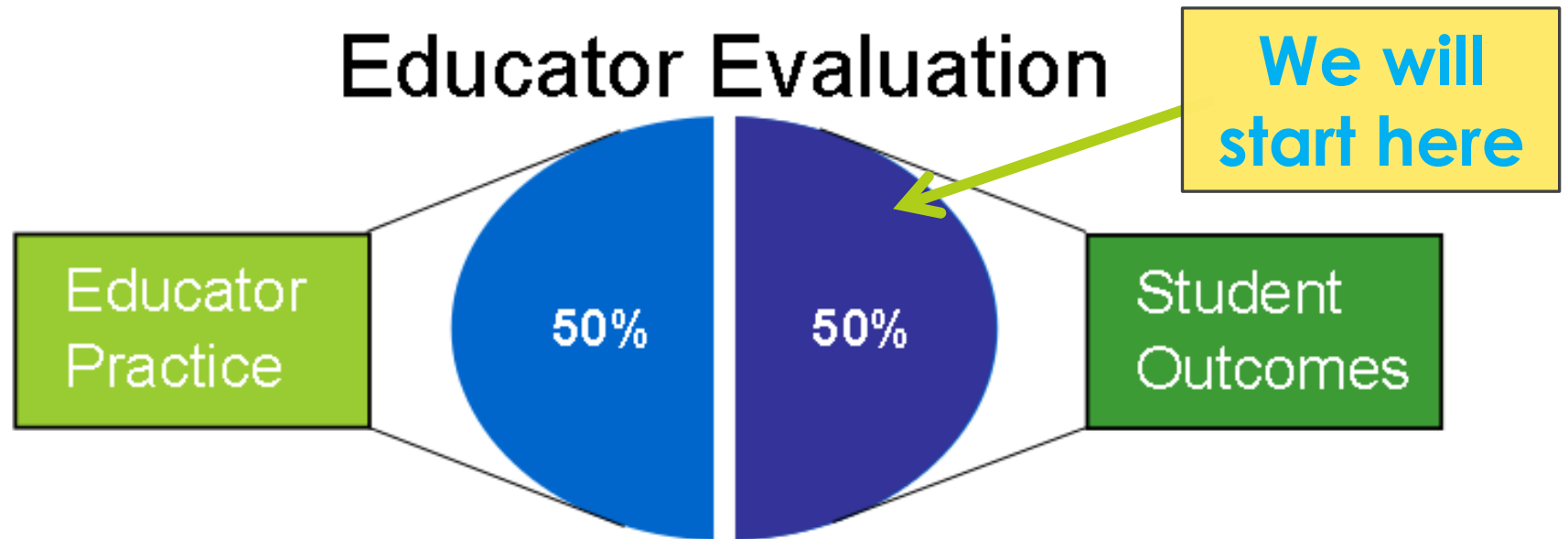
Student Outcome Measures

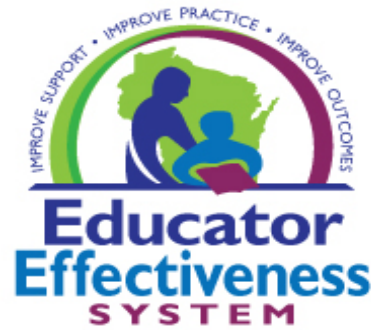For most teachers and assistant principals, the Student Outcomes Summary is composed of:

5%

95%

School-Wide Reading Value Added Score OR Graduation Rate Score

Student Learning Objective (SLO) Score OR School Learning Objective (SLO) Score

SLOs

SCHOOL Learning Objective

- 1 developed annually by **principal** and is aligned to the STRATEGIC PLAN and responsive to NEEDS DEMONSTRATED

- expresses the desired impact the principal wants to have on school performance as it relates to student learning

- determines where the principal will focus his/her leadership attention and actions for the school year

STUDENT Learning Objective

- 1 developed annually by **teacher/certified staff member** and is aligned to the SCHOOL Learning Objective

- expresses the desired impact and achievement growth the teacher wants to have on the student population they work with
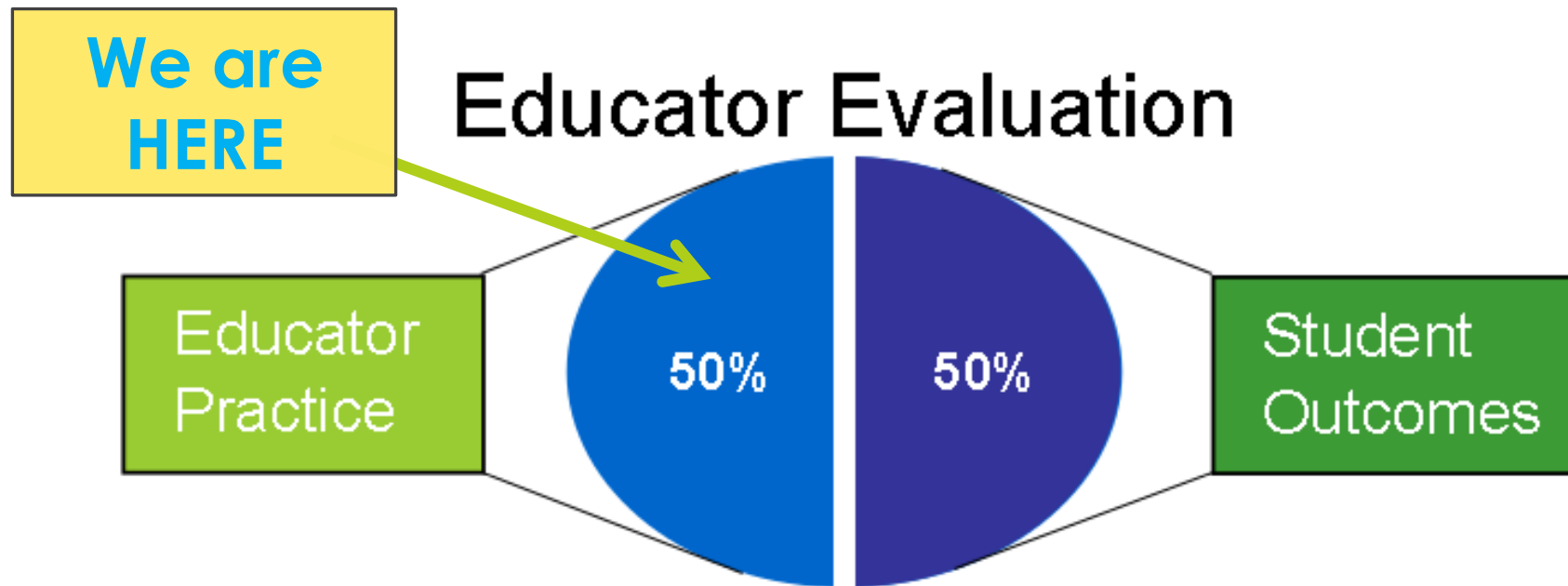
Sample SLOs

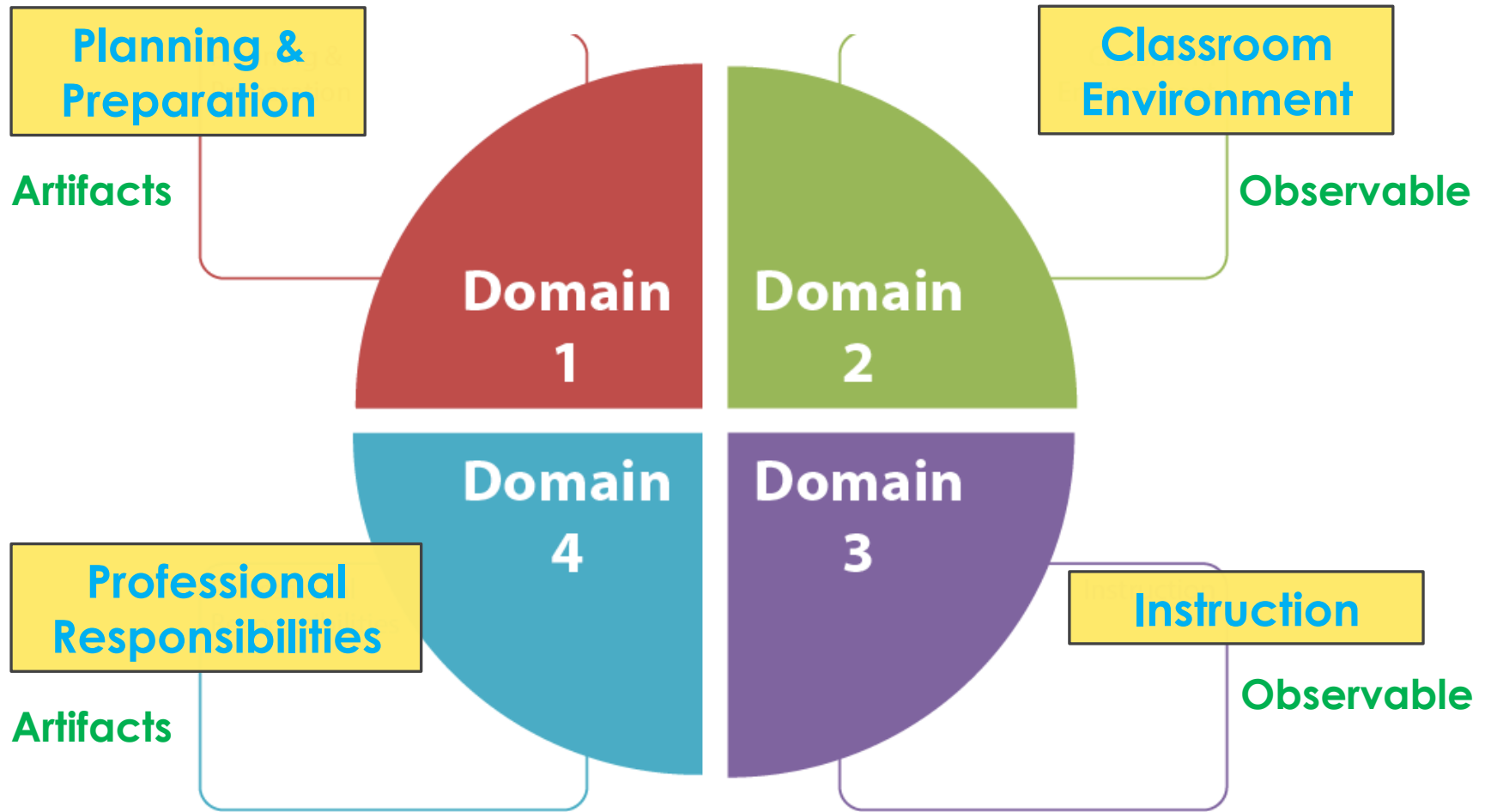**SCHOOL** Learning Objective

STUDENT Learning Objective

Teacher Evaluation Framework

We are HERE

Educator Evaluation

Educator Practice

50% | 50%

Student Outcomes

Educator Practice Measures

- **Professional Practice Goal (PPG)** – Goal related to improving a specific component within the Danielson Teaching Framework

- **Observation Data** – Evidence gathered by an evaluator during an observation (announced & unannounced) showing teacher proficiency in Domains 2 & 3

- **Artifact Evidence Data** – Evidence provided by the teacher to show proficiency in Domains 1 & 4

Planning & Preparation — Artifacts

Classroom Environment — Observable

Professional Responsibilities — Artifacts

Instruction — Observable

Domain 1 • Domain 2 • Domain 4 • Domain 3

Charlotte Danielson's 4 Domains

Framework for Teaching – Adopted by State of Wisconsin

Teacher Evaluation Framework
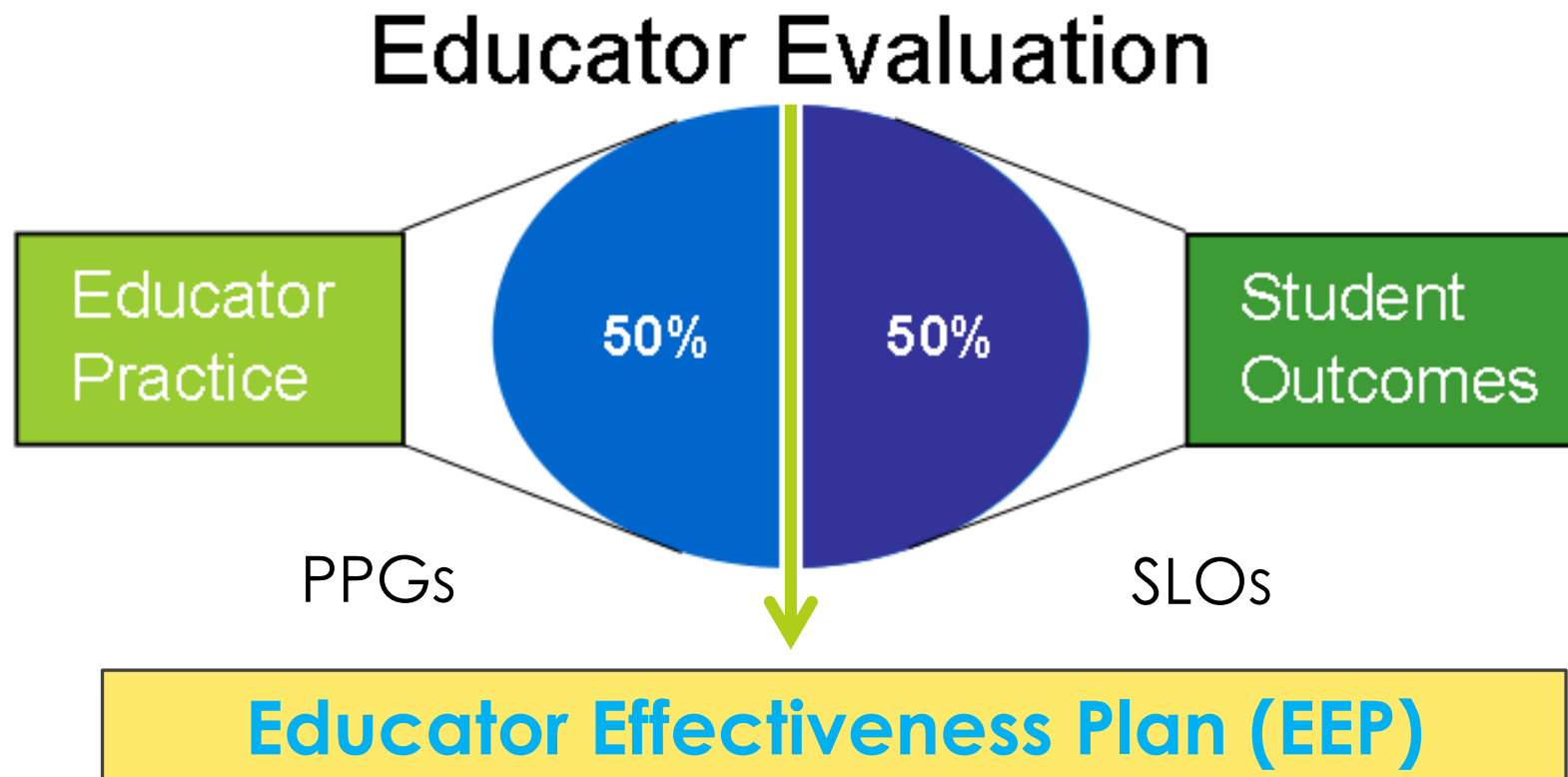
Teachscape Software

- **Online evaluation and observation management tool**

- **Aligned to Danielson Framework for Teaching**

- **Comprised of 3 Systems …**
    - **LEARN** – Professional Learning System for Teachers and Evaluators featuring video library and training modules
    - **FOCUS** – Observation training and assessment system for teacher evaluators
    - **REFLECT** – Observation and evaluation management system

Multiple Year Effectiveness Cycle
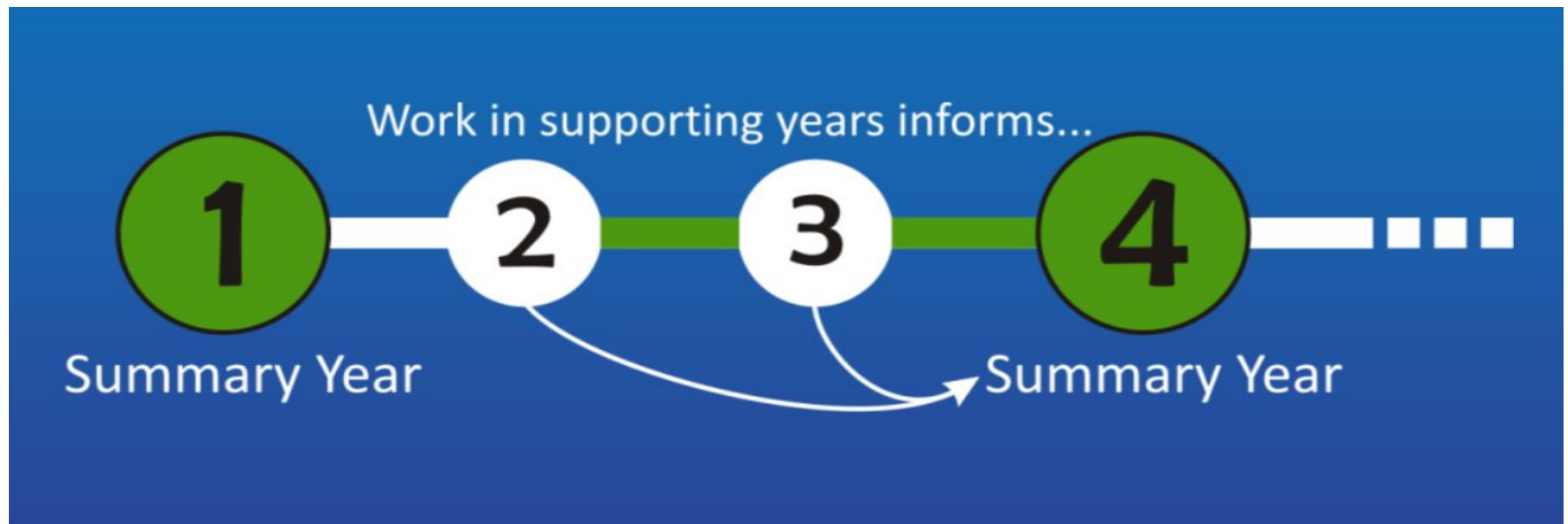
First Year and Every 3rd Year After

Teacher Evaluation Framework
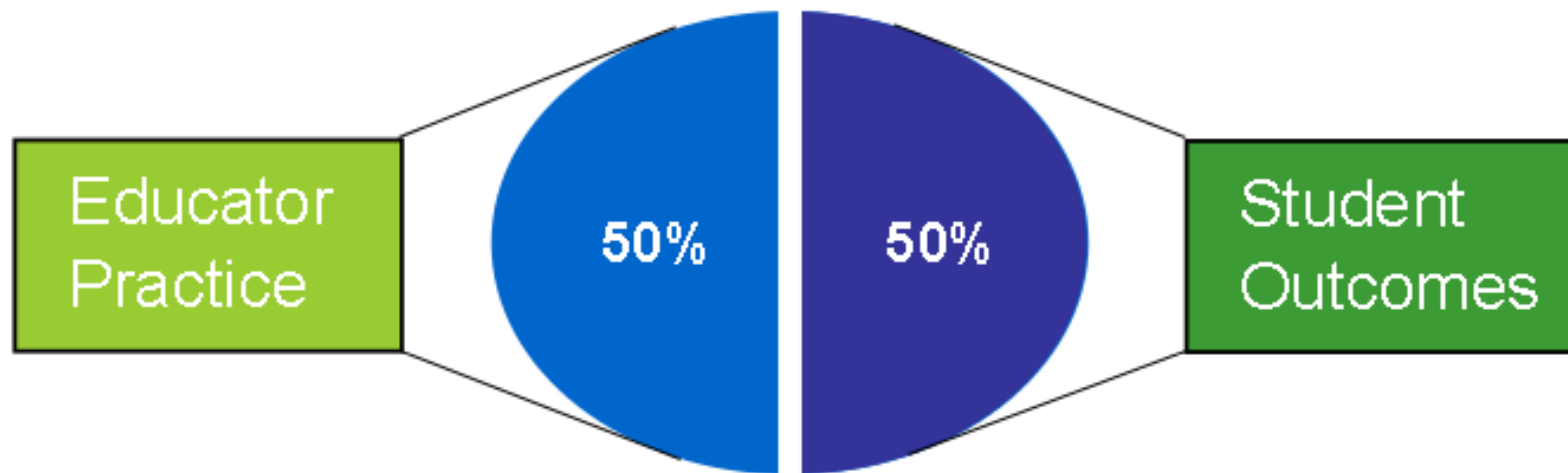
Multiple Measures for Summary Year of Effectiveness Cycle

The scores for the components are combined to result in a final Educator Practices Summary.

The holistic SLO score, the Reading/Graduation Rate score, and Principal Value-Added score (when available) are combined to result in a final Student Outcomes Summary.

District Accountability

Each of these pieces of data are uploaded by Teachscape to DPI's WISEdash secure, where only the educator and his or her administrators will be able to view the results.

Additionally, the educator's results will be reported visually using a coordinate pair on the Summary Graph, summarizing the data collected regarding their practice and outcomes across the Effectiveness Cycle.

Effectiveness Summary Graph
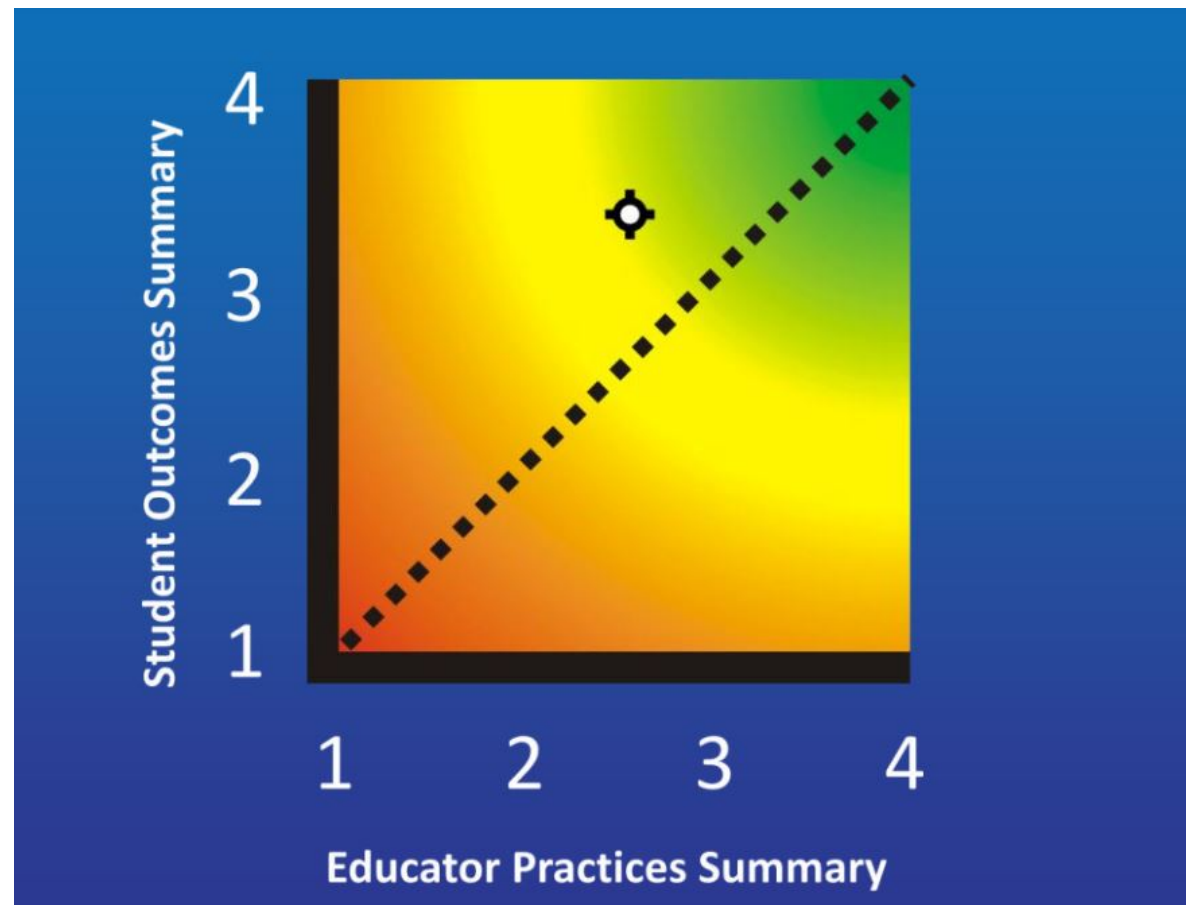
Fort Atkinson EE Pilot

- 12 administrators (evaluators) and 10 teachers (K-12) participated representating each school as well as different licensure areas (regular education, special education, IMC, etc.)

- Evaluators completed Teachscape Evaluator Certification (40+ hrs training plus online certification test)

- Each evaluator / teacher pair worked through the full evaluation process together collaboratively

- The EE pilot team assisted in designing the District's EE Live Binder resource as well as made recommendations regarding Student Learning Objective (SLOs) process and professional development design

- The pilot team also conducted a time inventory while completing the required tasks which assisted the District in assessing the time impact of the new EE requirements

- Pilot teachers and principals co-presented EE information to staff members during monthly staff meetings

Professional Development

- All principals did EE professional development sessions during spring staff meetings which included overviews of the Danielson Teaching Framework and the Teachscape software.

- Approximately 150 teachers (70% of Fort Atkinson certified staff) have registered to attend the District "Swap Out" professional development session provided through the competitive DPI Peer Mentoring Review Grant awarded to the District in partnership with the Whitewater Unified School District. The session will provide an overview of the EE system, important EE updates, overview of the Danielson Framework and introduction to the Teachscape software.

- For those that do not attend the "Swap Out", the session will be repeated on August 28, 2014.

- All Fort Atkinson certified staff have been provided a Teachscape account.

Preparing for Full Implementation

- All staff needs to complete required DPI training

- Administration determines placement of staff on EE cycle

- Administration and pilot teachers finalize structures for SLO development

- Development of local systems and procedures for:

  - Monitoring data entry in Teachscape including required data uploads to DPI

  - Supporting teachers in SLO development, process and scoring (assuring connection to strategic plan)

  - Supporting teachers in PPG development

  - Creating data access and analysis systems for teachers and principals

Challenges Ahead

- Challenge of learning all of the components and structures within the system

- Heightened pressure on our local assessment system to support the SLO process and to align to new State assessments

- Our local data system and structures are not designed to meet this level of demand

- Expectation for and intensity of achievement data analysis is unprecedented

- Implications on Employee Handbook – revisions will be needed

- Capacity to absorb the time requirements and responsibilities within the system (teachers and administrators)

- DPI encourages "Educator Effectiveness Coaches" to collegially support implementation – Fort Atkinson does not currently have FTE allocated for this purpose

- High demand on available professional development time – impacts our ability to accomplish other strategic plan goals

Voices from Pilot Team Members

Opportunity for Pilot Team Members to Share Reflections and Answer Questions