

Effective Teaching and Leadership: *Teacher Evaluation*

May 27, 2011

Audrey Lane and Lori Bates

Charleston Achieving Excellence **Strategic Priorities**

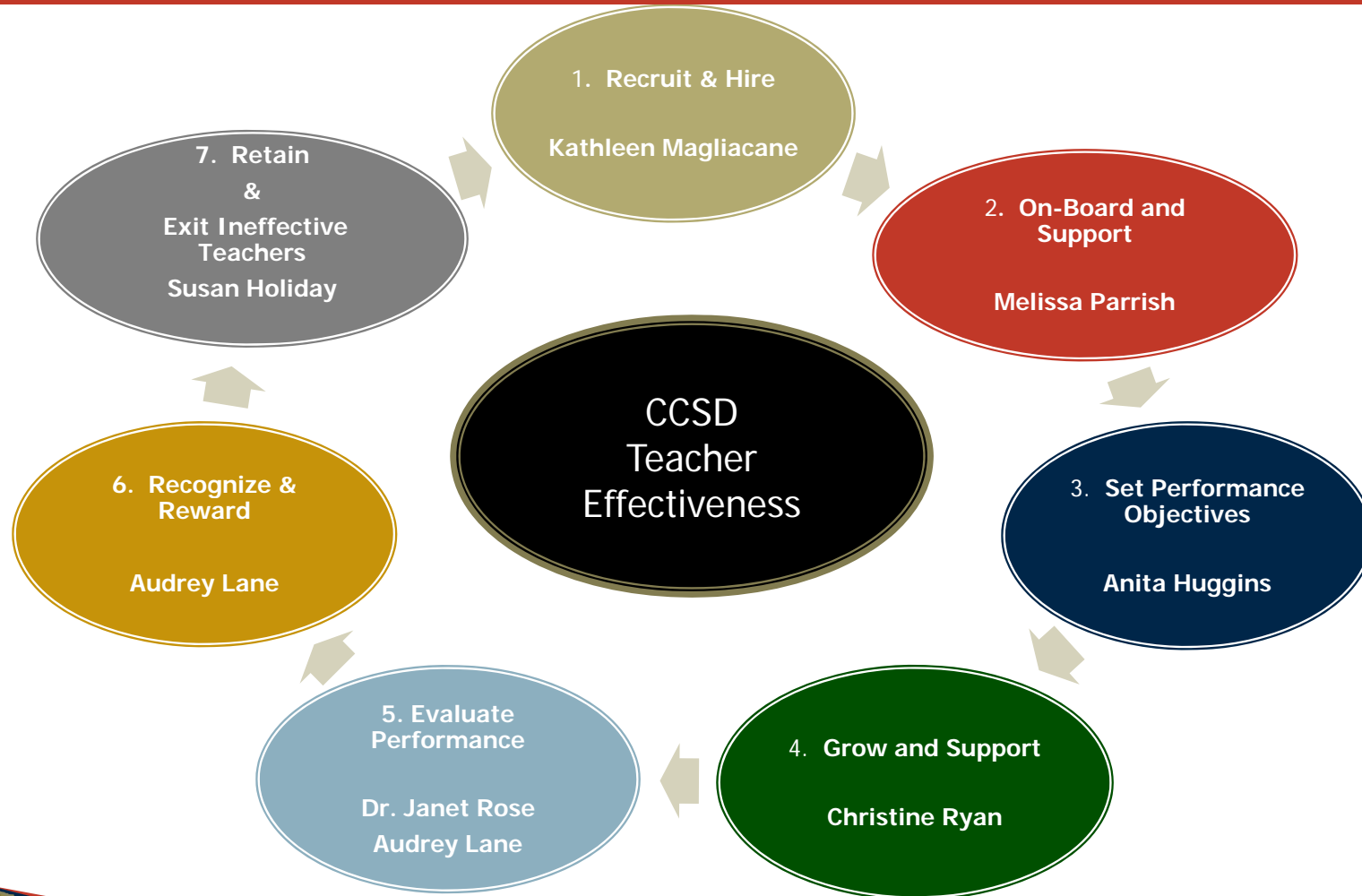
**Effective
Teaching and
Leadership**

**Literacy
Improvement**

**World Class
Schools and
Systems**

**Strategic
Partnerships**

Teacher Development Cycle



Today: Answers to Four Key Questions

1. What are we doing *now* regarding *Teacher Evaluation*?
2. Who evaluates *teachers*?
3. How do we *improve* teaching?
4. Where are we going?

What are we doing now regarding Teacher Evaluation?

100%

In the state of South Carolina, **ALL** districts utilize a
Statewide Teacher Evaluation Protocol

The ADEPT “Umbrella”

SC State Department of Education

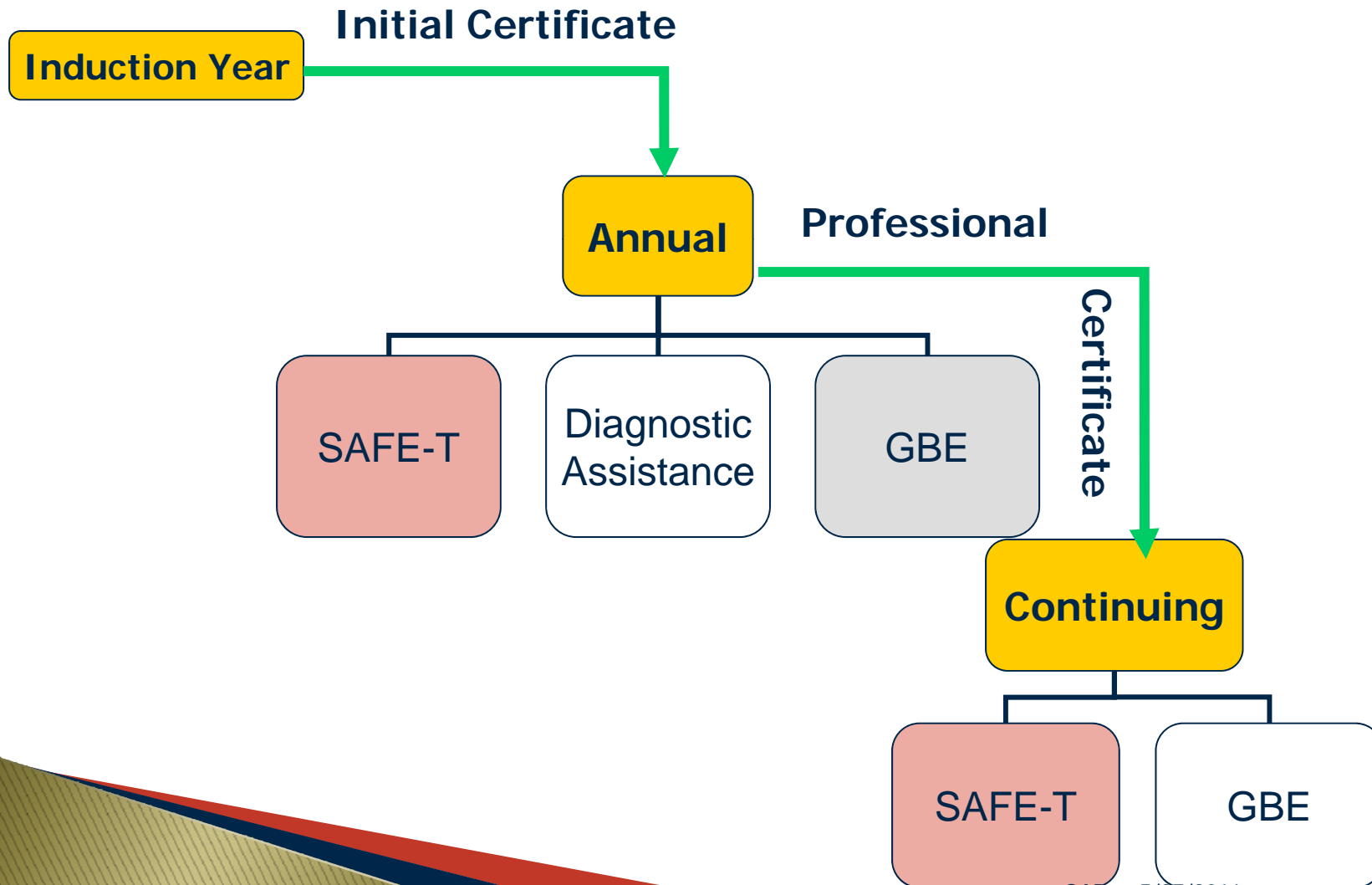
SC Code 59-26-10; Regulation 43-205.1

ADEPT

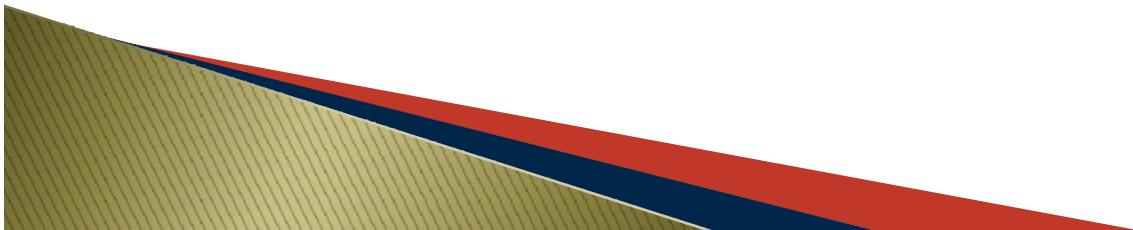
=

**Assisting, Developing, and Evaluating
Professional Teaching**

Teacher's Career Progression



Who evaluates teachers in CCSD?



Teacher Evaluators

- ▶ Principals are the instructional leaders in each school
- ▶ Principals initiate the evaluation process and/or lead the evaluation of teachers

SAFE-T Requirements

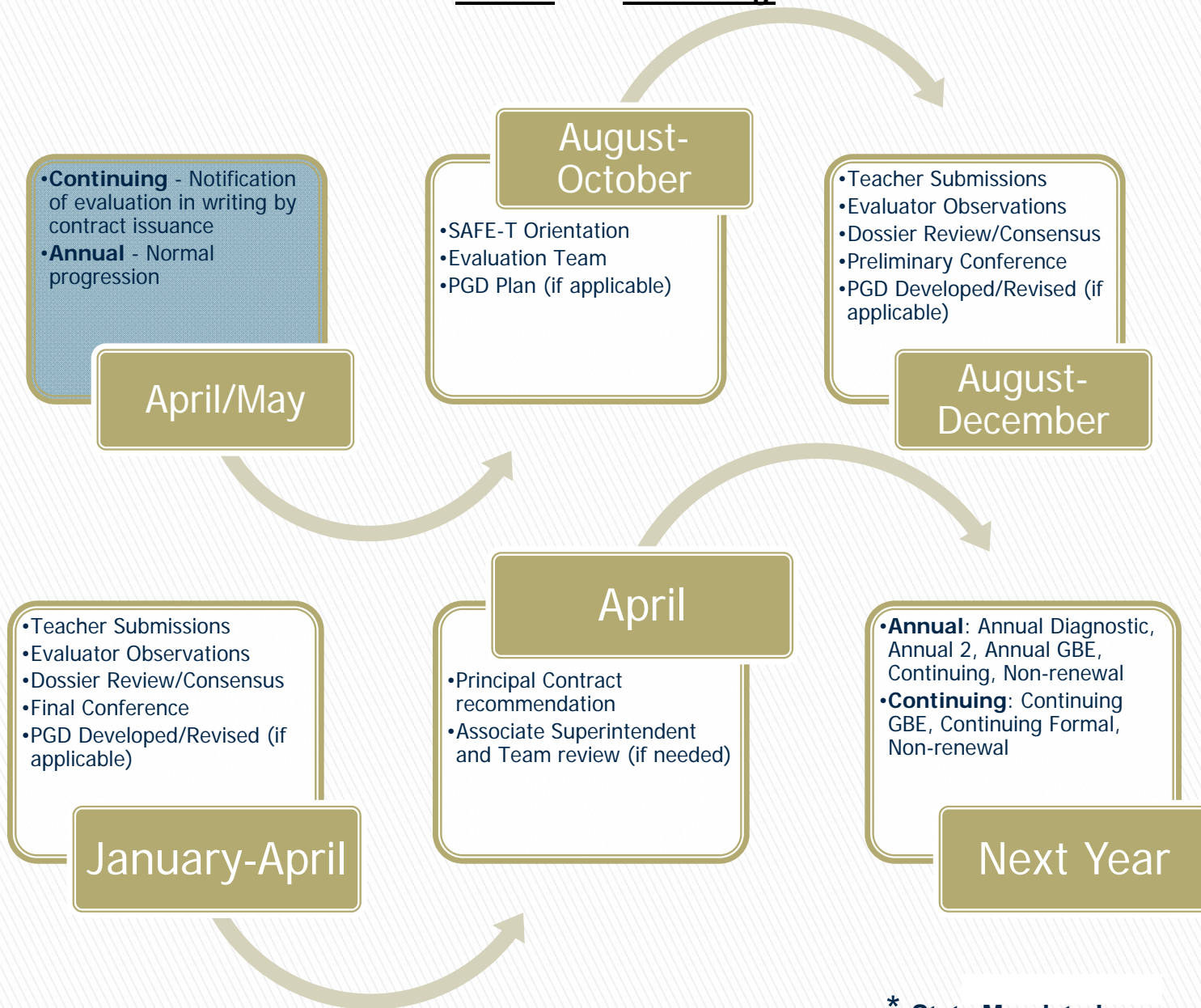
(Summative ADEPT Formal Evaluation of Teachers)

SAFE-T Requires	CCSD Requires
➤ Evaluator must be a certified educator and SAFE-T trained	➤ Compliance with state regulation
➤ 2 nd Annual Teachers to be considered <i>Highly Consequential</i>	➤ 2 nd Annual <i>and</i> Continuing Formal Teachers to be considered <i>Highly Consequential</i>
➤ 2 Evaluators to Conduct Classroom Observations for Teachers Considered <i>Highly Consequential</i>	➤ 3 Evaluators to Conduct Classroom Observations for Teachers Considered <i>Highly Consequential</i>

Highly Consequential

- ▶ Highly Consequential applies to any teacher that is in the following 4 categories:
 1. Teacher has failed their 1st “annual” formal evaluation and is undergoing their 2nd “annual” formal evaluation
 2. Continuing contract teacher who was recommended by their principal for formal evaluation
 3. Continuing contract teacher who was unsuccessful on their prior year’s formal evaluation
 4. Teacher who is returning to the profession following ADEPT-related certificate suspension

Formal Evaluation Process for Annual and Continuing Contract Teachers *



* **State Mandated**

How do we improve teaching?

1. Observations & Supports
2. Professional Development
3. Improvement Plan or Professional Growth & Development Plan

Categories of Improvement

(See Teacher & Principal Accountability Chart)

▶ Formative Assessment

(Induction and Annual Diagnostic Teachers)

- Targeted areas of growth

▶ Professional Growth & Development Plans

(Annual and Continuing Teachers)

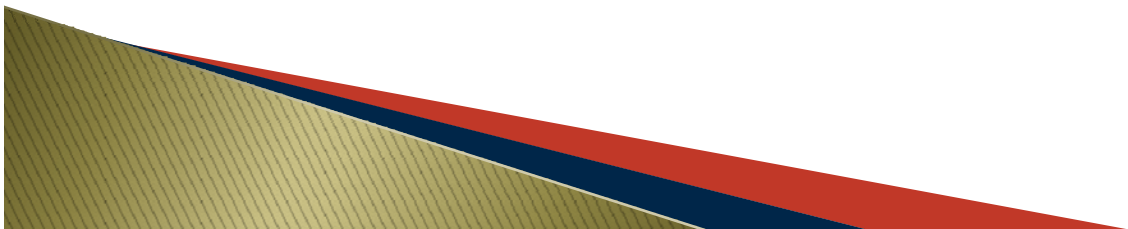
- State developed templates specific to performance standards related to planning, management, and instruction

▶ Improvement Plans

(All employees)

- Behavior-based for certified educators

Where are we going?



Performance Management

- ▶ Value-Added Evaluations for Administrators, Principals, and Teachers
- ▶ Results of Evaluation linked to Professional Development
- ▶ Mentoring/Peer Coaching
- ▶ Data system to support Human Capital Initiatives of Teacher Effectiveness Cycle and Principal Effectiveness Cycle

Value-Added Evaluation

- ▶ Value-Added Evaluations for Administrators, Principals, and Teachers
- ▶ Evaluation measures must be aligned to Charleston Achieving Excellence Goals
- ▶ Must commit to “growth” model to ensure fairness
- ▶ No employee will be evaluated using one (1) measurement

CCSD Teacher Evaluation Timeline

2011

- **June** Design Team (DT) Orientation
Convene Design Teams
Teacher Quality Symposium
- **June – August** Synthesize output from Design Teams
District Application for TIF

2011

- **August – October** Re-convene Design Teams to review input
RFP for Value-Added Model
- **October – December** Continue work on Value-Added Model w/Vendor

2012

- **January – April** Engage principals/teachers in PD
- **February – June** Voluntary pilot evaluation system
Gather feedback
- **June – July** Rework system
- **August 2012 – June 2013** Phased district-wide launch

Benefits of Evaluation

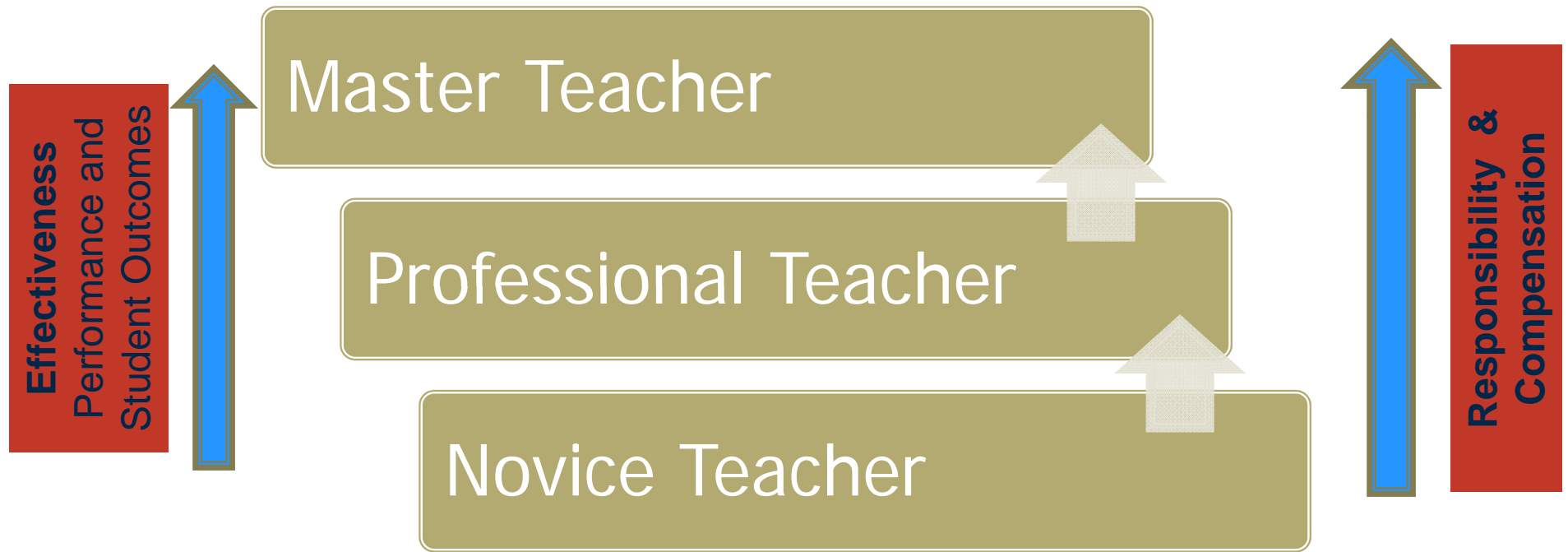
- ▶ Increased opportunity for timely feedback and support
- ▶ Decisive and transparent process for career ladders instead of automatic career progression

From Career Stages.....

Current State - Career Stages



To Career Ladder



THREE POINTS TO REMEMBER

1. Currently, the state requires that we utilize ADEPT.
2. Value-added evaluation is moving in CCSD and at the state level.
3. The **CCSD Teacher Effectiveness Cycle** provides a **roadmap** to put the **most effective teachers** in front of our **students who need them the most**.

ANY QUESTIONS?

May 27, 2011

Audrey Lane and Lori Bates