

Educator Effectiveness Study and Training Committee Stanley-Boyd Area Schools

Board Motion:

To accept the Educator Effectiveness Training Committee Plan as the evaluation plan for the 2013-2014 school year realizing this will find the District not in compliance with SL5 wording, "ALL STAFF to be evaluated for performance." During the 2013-14 school year, all 1st and 2nd year teachers will receive an evaluation using the current evaluation system while the seven members of the EETC will receive evaluations consistent with the new state requirement.

Objectives of Pilot Committee:

1. During the 2013-14 school year, committee members will develop, through study and practice, the necessary materials and processes to fully implement the plan during 2014-15.
2. During the 2013-14 school year, committee members will provide feedback regarding the Educator Effectiveness evaluation process.
3. During the 2014-15 school year, teachers on the committee will serve as peer coaches to small groups of teachers as we work through the first year in the process.

Committee Membership

Laura Schlichting	Committee Chair/Effectiveness Coach
Jim Jones	Superintendent
Dave Ludy	High School Principal
Nick Hall	Elementary Principal
Lori Anderson	K-2 Teacher
Nancy Edwards	3-5 Teacher
Carla Rubenzer	6-8 Teacher
Kristie Gustafson	9-12 Teacher
Tanya Mahr	9-12 Teacher
Carolyn Melville	Specialist Teacher
Troy Gago	Special Education Teacher

2013-2014 Timeline / Scope of Work

April 15-18	Laura, Dave, and three teachers attend Educator Effectiveness Pilot Training
May 14	Introductory Meeting with Pilot Committee
June 18	Committee Meeting: Overview of Pilot
June 19-21	Administrative Training on Teachscape (24 hours)
August 5-9	Administrative Training on Teachscape (24 hours)
August 14	Pilot committee to identify Student/School Learning Outcomes (SLOs) and Professional Practice Goals (PPGs).

Sept –Oct.	Preliminary meetings with Evaluator re: SLOs and PPGs
Nov – April	Observations, Evidence Collection, and Mid-year meetings with Evaluator in January.
May	Final Evaluation and Final Evaluation Conferences
May-June	Plan for 2014-15 Evaluation Cycle
Aug – June	2014-15 Evaluation Cycle (*note description of evaluation year)

Stipend

Serving on this committee requires a two-year commitment. Teachers serving shall receive a \$2,000 stipend which will be paid in two equal installments; one at the end of each year. This Pilot committee is a separate group from a Salary Committee, although there may be collaboration between the two.

Beginning 2014-2015, the evaluation cycle is described as follows:

As required by DPI, all initial educators will be fully evaluated for each of their first 3 years of employment. Veteran staff will be fully evaluated once every three years. However, all teachers will be observed annually with a minimum of 3 walk-through observations. Identification of Student Learning Objectives (SLOs) will also be done annually, accompanied with 3 conferences with an evaluator. If at any point during the annual walk-through or SLO process that a teacher fails to meet minimum standards, he/she is immediately put back in to a full evaluation cycle.

Therefore, a typical year of evaluations under this process may look as follows:

Using data from 2013-14, there are nine 1st year teachers, nine 2nd year teachers, and six 3rd year teachers for a total of twenty-four initial educators. Seventy-three teachers minus the twenty-four leaves forty-nine teachers to be divided into three groups, which is approximately sixteen staff per year.

24 new teachers and 16 veteran teachers equal 40 teachers involved in a full evaluation process during one school year.

For each... 2 hours of observation (1 announced and 1 unannounced) plus 1 hour of documentation for each, followed by 1 hour of follow-up meeting for each equals 6 hours in the observation process for each teacher. 6 hours with 40 teachers equals 240 hours

All 73 teachers are required to identify 2-3 SLOs and meet with his/her evaluator by the end of October, in January and in May. Therefore, 30 minutes for each meeting is estimated for 1.5 hours per teacher for a total of 110 hours.

240 hours and 110 hours divided between the 2 principals are approximately 175 hours per principal.

Then.... All 73 teachers need to have a minimum of 3 walk-throughs. At 15 minutes for each and approximately 15 minutes of review that equals approximately 1.5 hours for each teacher, or a total of 110 hours. If 5 walk-throughs are completed for each teacher, this total increases to approx. 185 hours. The Director of Instruction will be responsible for these observations, in addition to any coaching time required in her role as the designated Effectiveness Coach.