

Lead Evaluator Training

2012-2013

Day 9



INSTRUCTIONAL SUPPORT

Agenda

- Research Update
- Evidence Collection
- SLO Summative Help
- Summative Evaluation
- Growth-Producing Feedback
- The Start of the Second Half

Year 1

Lead Evaluator Training

- New York State Teaching Standards and Leadership Standards
- Evidence-based observation
- Application and use of Student Growth Percentile and VA Growth Model data
- Application and use of the State-approved teacher or principal rubrics
- Application and use of any assessment tools used to evaluate teachers and principals
- Application and use of State-approved locally selected measures of student achievement
- Use of the Statewide Instructional Reporting System
- Scoring methodology used to evaluate teachers and principals
- Specific considerations in evaluating teachers and principals of ELLs and students with disabilities

Ongoing

Lead Evaluator Training

- From the Review Room: “Describe the process by which evaluators will be trained and the process for how the district will certify and re-certify lead evaluators. Describe the process for ensuring inter-rater reliability. Describe the duration and nature of such training.”

Ongoing

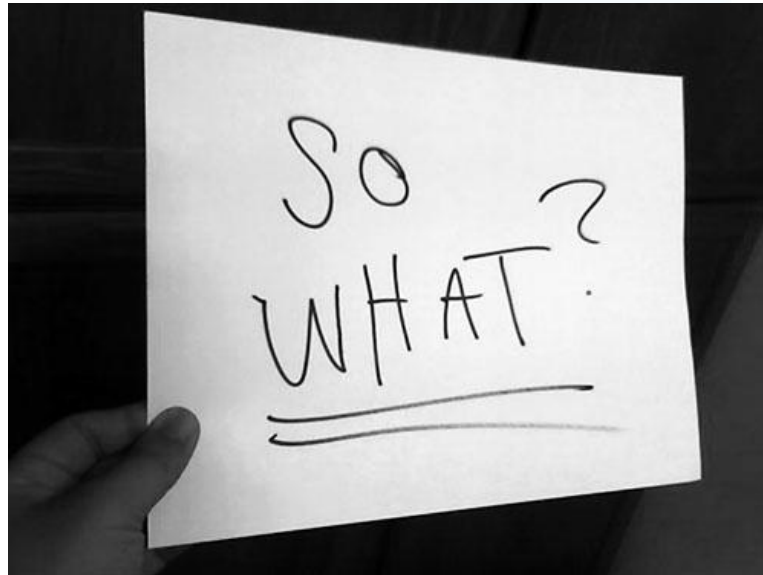
Lead Evaluator Training

- Continue to collect evidence
- Use collected evidence to rate teachers on a rubric (with feedback)
- Manage the new system
- Employ growth-producing feedback to increase the quality of teaching
- Implement the Reform Agenda (RTTT)

Ongoing

Lead Evaluator Training

- Continue to collect evidence
- Use collected evidence to rate teachers on a rubric (with feedback)
- Manage the new system
- Employ growth-producing feedback to increase the quality of teaching
- Implement the Reform Agenda (RTTT)



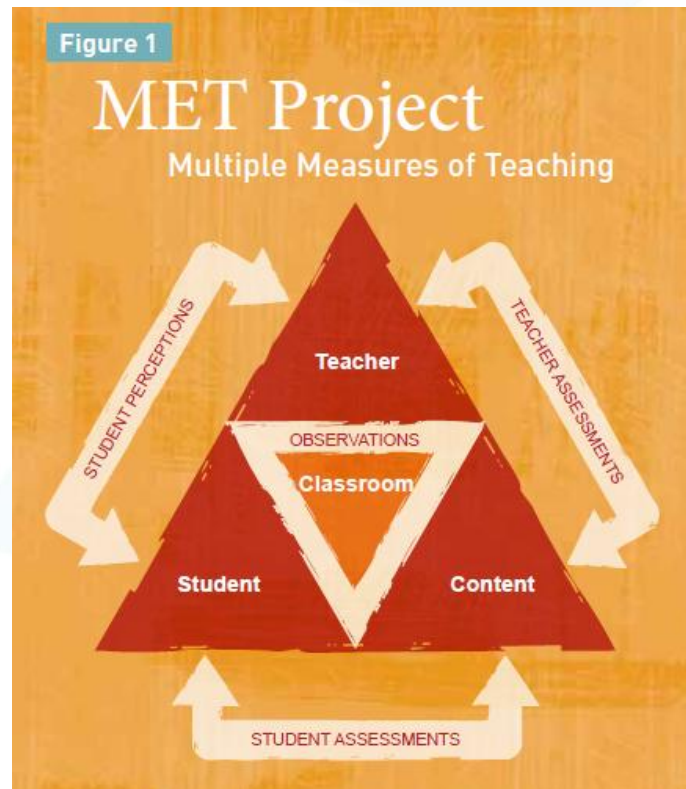
So
WHAT?

Research Update: Measures of Effective Teachers (MET)



INSTRUCTIONAL SUPPORT

Measures of Effective Teaching



Measures of Effective Teaching

- The research confirmed that, as a group, teachers previously identified as more effective caused students to learn more.
- Groups of teachers who had been identified as less effective caused students to learn less.
- Circular logic warning!!!

Measures of Effective Teaching

- Adding lessons and observers increases the reliability of classroom observations.
- Student perception surveys and classroom observations can provide meaningful feedback to teachers.
- Implementing specific procedures in evaluation systems can increase trust in the data and the results.
- Each measure adds something of value.
- A balanced approach is most sensible when assigning weights to form a composite measure.
- There is great potential in using video for teacher feedback and for the training and assessment of observers.

Evidence Collection



INSTRUCTIONAL SUPPORT

Evidence Collection

- Watch the mini-observation (Gallegos)
- Collect evidence
- Focus on environment
 - Standard 4 (Teaching Standards and NYSUT)



Evidence Collection

- Rate the teacher on Standard IV (NYSUT).
- As prompted in [polleverywhere](#), text your rating
- Where were you, compared to
 - Others in the room
(inter-rater agreement)
 - The facilitator
(inter-rater reliability)



SLOs and Summative Assessment



INSTRUCTIONAL SUPPORT

SLO Summative Resources

Posted at [APPR microsite](#):

- Checklist
- Proctor Attestation
- Scorer Attestation
- Sample Student Roster

Remember: **BALANCE!**





Quick break

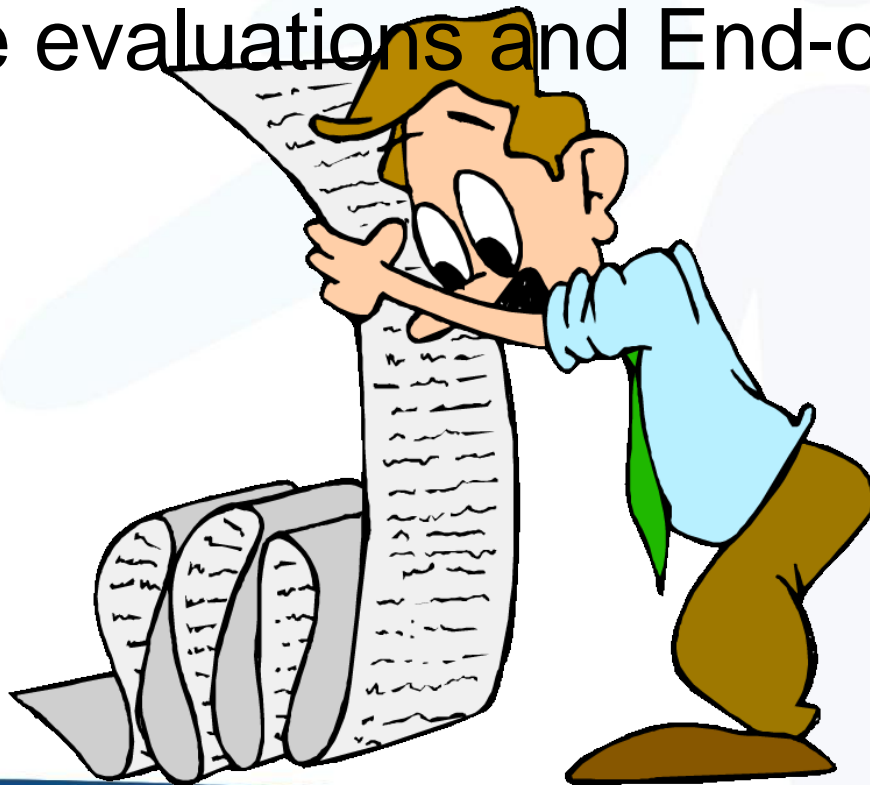
Preparing for the Summative Evaluation



INSTRUCTIONAL SUPPORT

Summative Evaluation

- At your table, generate a list of everything you are going to need to be able to do your summative evaluations and End-of-the-Year Meetings.



Summative Evaluation

- SLO scoring conversion
- LAT scoring conversion
- Rubric scaling to 60 points
- Total Score > HEDI scale
- Growth-Producing Feedback
- PD recommendations
- Improvement Plan Requirements

SLO/LAT Scoring Conversion

- Figure out the score this teacher would get on her LAT. It is the same process as for an SLO.



Multiple Measures Scoring

- Figure out the score this teacher would get on her 60%. Use the final scores provided and your district's [APPR plan](#).



Total Summative Score

- What would the score be for the teacher?
- HEDI?

Total Summative Score

- What professional development would you recommend for this teacher for next year?

Preparing for the End-of-the-Year Meeting



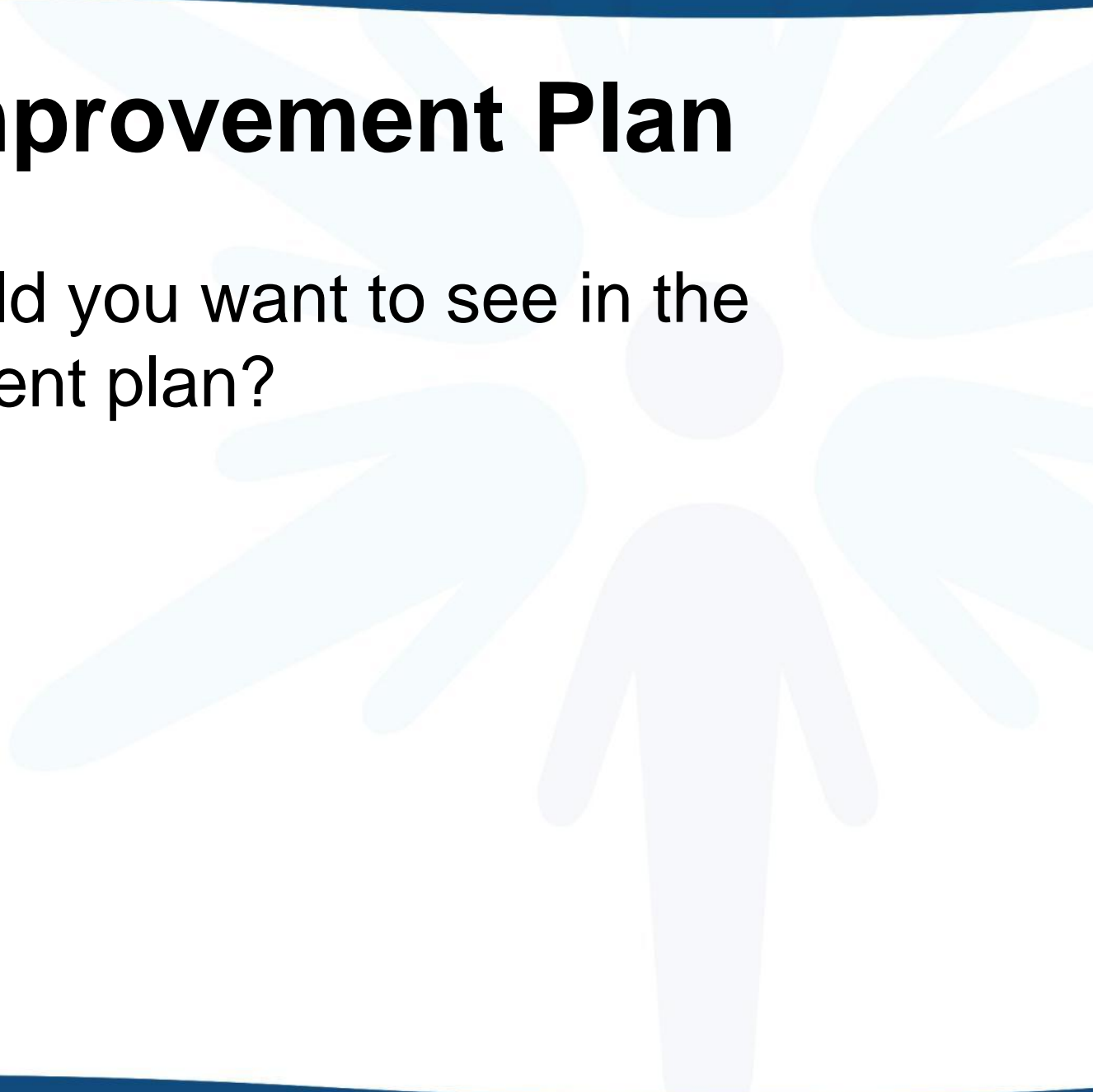
INSTRUCTIONAL SUPPORT

Meeting Plan (or Map*)

- What will be your agenda for these meetings?
- As a table, make a plan!

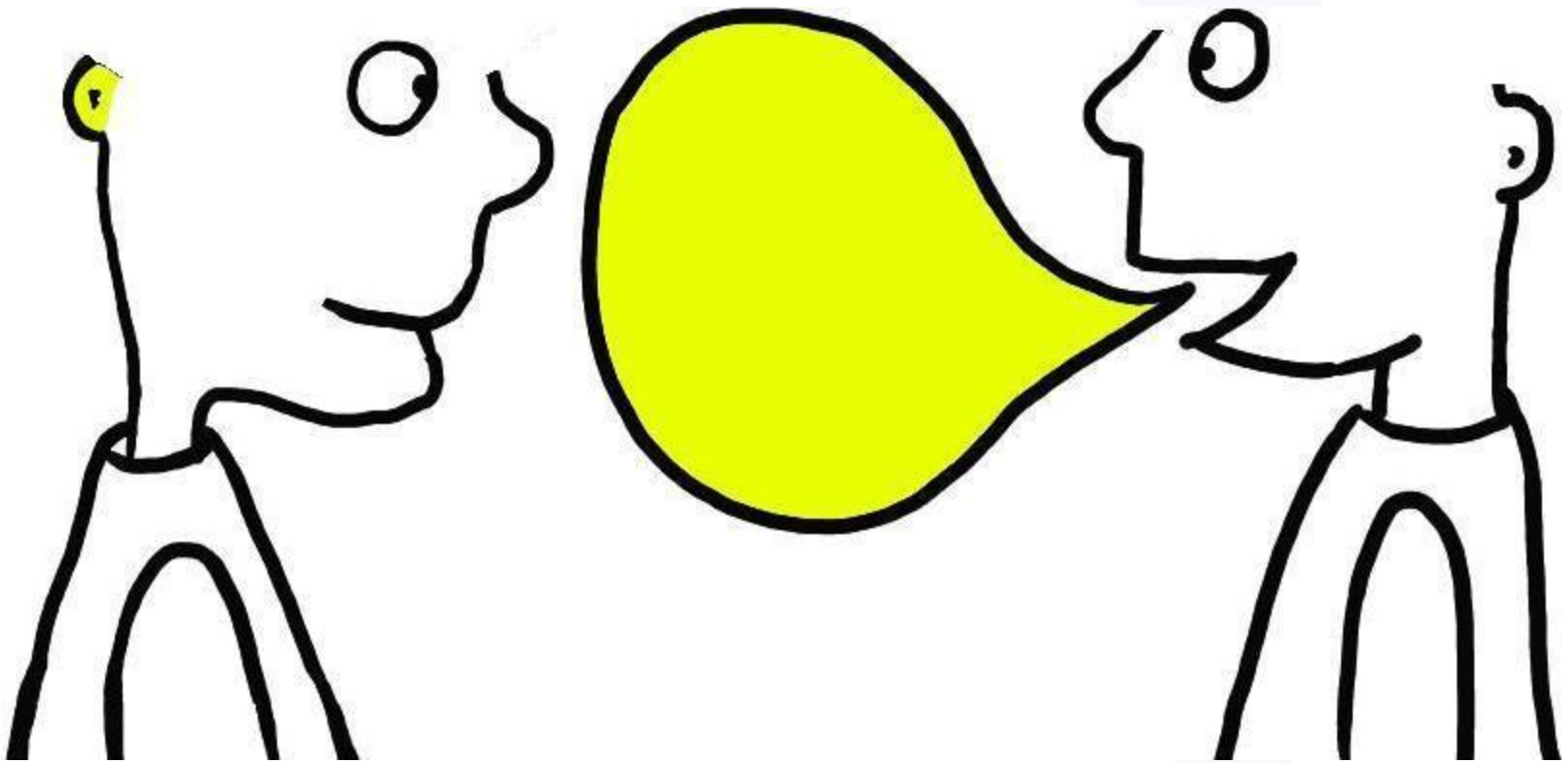
Improvement Plan

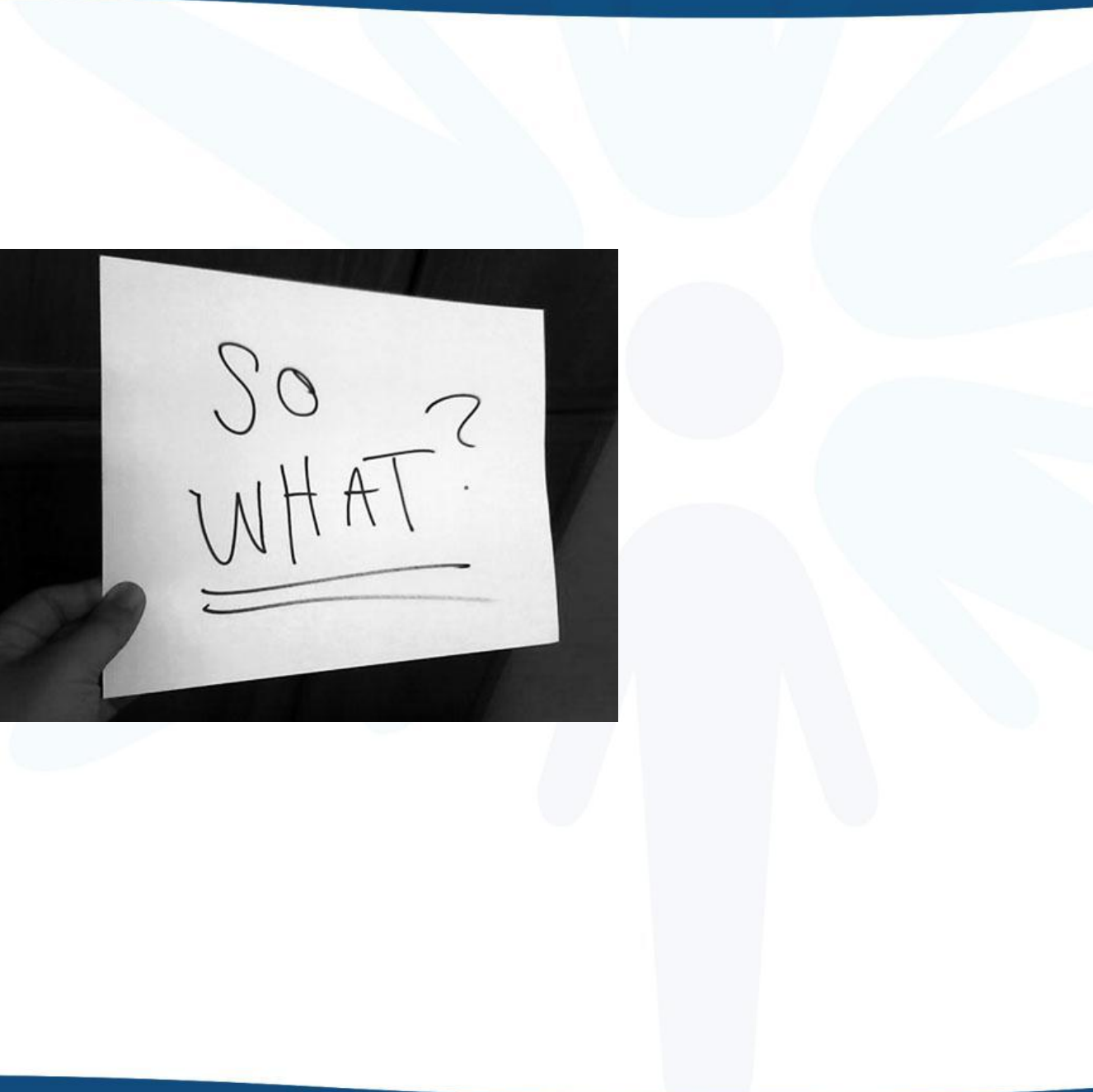
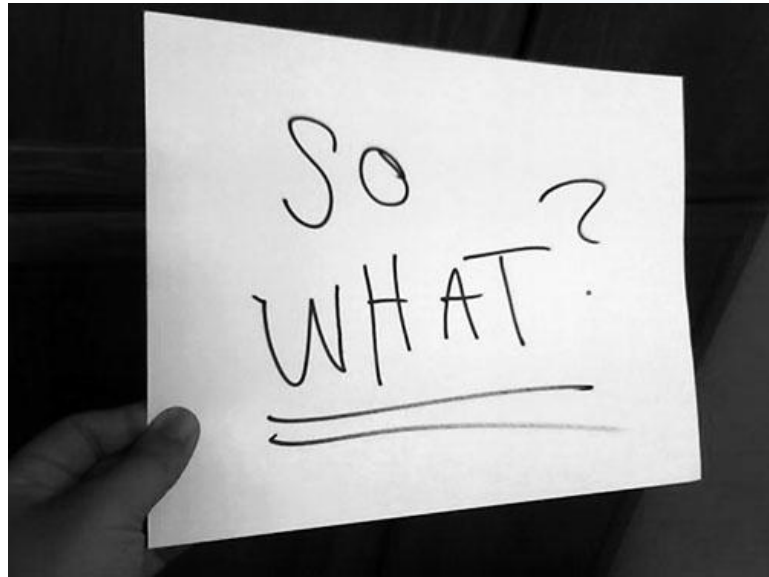
- What would you want to see in the improvement plan?



Growth-Producing Feedback

- With your neighbor, plan your conversation with the teacher





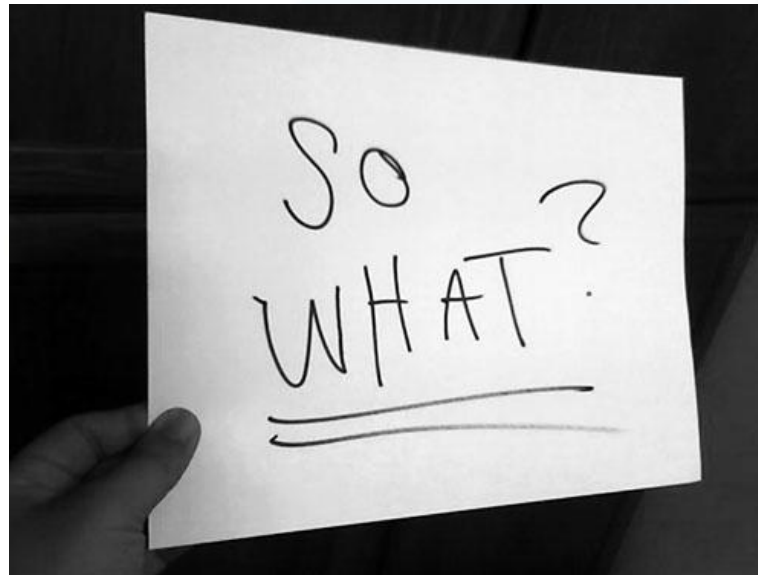
Culture



INSTRUCTIONAL SUPPORT

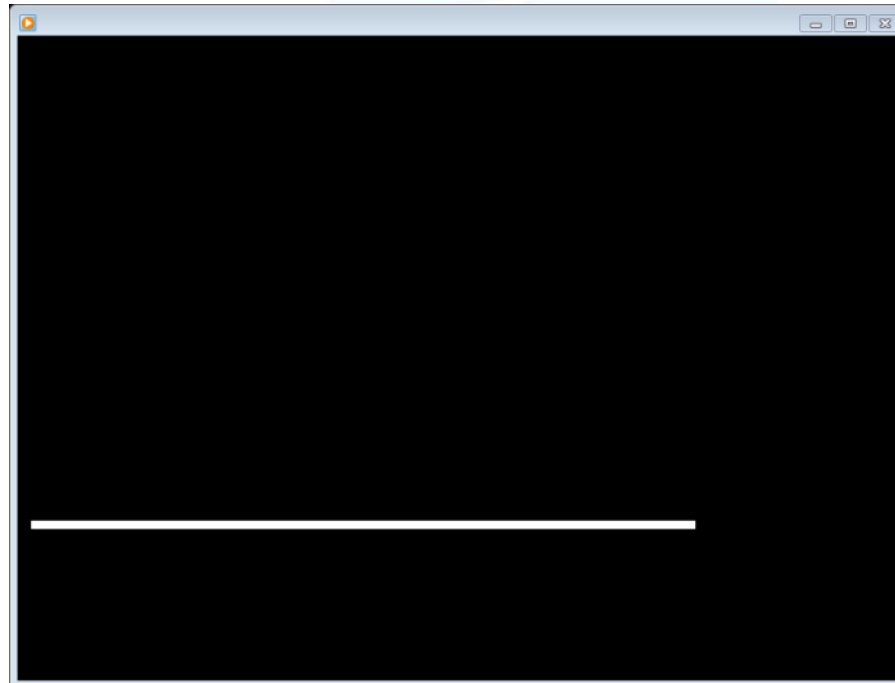
Culture Reminder

- There *will* be an impact on school culture
- It may be more pronounced than we have experienced so far



Culture Reminder

- Leadership responsibilities
- Focus on future, not the romanticized past



The Second Half



INSTRUCTIONAL SUPPORT

2nd Semester

- Individually, start to map out your second half of the year.
- If you already have a map, use it
- Share with your partner and table



Graduation



INSTRUCTIONAL SUPPORT

Next...



- APPR microsite
- Call or email Jeff
- Ongoing training next year... probably 4 ½ days per year (merge with last year's cohort)
- One more request for the on-line survey will come soon
- Attendance information to districts

Lead Evaluator Training

2012-2013

Day 9



INSTRUCTIONAL SUPPORT