

A Professional Development approach to meeting the new APPR requirements for teachers and principals

What: The SACI (School Alliance for Continuous Improvement) model of using data to guide school improvement and evaluate the impact and effectiveness of school efforts on student achievement provides a structure to collect data and evidence in the areas of leadership, instructional practices, curriculum, professional development, data and communication and technology. Districts are asked to collect evidence in each of these areas and demonstrate how they impact student outcomes and improve instruction. For the past 14 years, SACI has provided districts with a process for self reflection and assessment and a tool for continuous improvement.

Schools that participate in the SACI School Improvement Co-se through Madison-Oneida BOCES are familiar with the collection of artifacts and documents that are used to demonstrate competency in each rubric area and evaluate schools effectiveness. As we participated in the Network team trainings on evaluation and the implementation of the Race to the Top mandates; we began to see similarities in how the current SACI model could be used to create a new "SACI-like" process to meet the new APPR requirements. This "SACI-like" process does not duplicate the work of the network teams, but rather compliments the observation process and teaches teachers how to collect evidence to demonstrate their competencies.

During our training as lead evaluators, we have discussed the limitations of gathering data solely through the observation process. As we reviewed the standards, it became evident to the teachers and administrators in Marcellus that the SACI process of data collection could be used by teachers to demonstrate their competency in the teaching standards. Over the summer, we attended the Charlotte Danielson workshop and discussed her belief that staff development should be the focus to drive improving instruction and the new APPR process.

In the fall, Craig Tice took a proposal to develop a "SACI-like" process for gathering evidence to meet the NYS Teaching standards and the ISLLC principal standards to NYSCOSS and discussed the possibility of developing a model for meeting the new APPR for Principals and Teachers.

As a result of this meeting, the nine districts who are members of the SACI School Improvement co-ser will be meeting this December to begin the development of an evidence based rubric that aligns with the NYS Teaching Standards and the ISLLC standards. We will be creating a list of documents and artifacts that teachers and principals can use to demonstrate competencies and a process to follow.

Staff development and training will also be available.

If you are interested in learning more about the process or the SACI model, please contact Craig Tice at ctice@mcs.cnyric.org. If there is space available, we will be seeking additional teachers and administrators to help develop the model. Participants outside SACI School Improvement co-ser at Madison –Oneida BOCES would be responsible for the cost of food for the two days, (\$ 120.00)