



Educator Effectiveness from A to Z in a Small District





Introduction

- *Who I am...*
- *Where I come from...*
- *Why I tell our story...*
- *My assumptions...*





Our Results

Certified Staff ≈ 200 positions

- 3 years of 100% Implementation
- Teachers: Core, Enrichment, SPED, Library Media Specialists & Interventionists
- Administrators: Building & District
- Special Service Providers: Counselors, Social Workers, OT, PT, Speech, Nurses, & Psychologist

Classified Staff ≈ 120 positions

- 1 year of 100% Implementation
- District & Building Staff
- Secretaries, Paraeducators, Custodial, Specialists



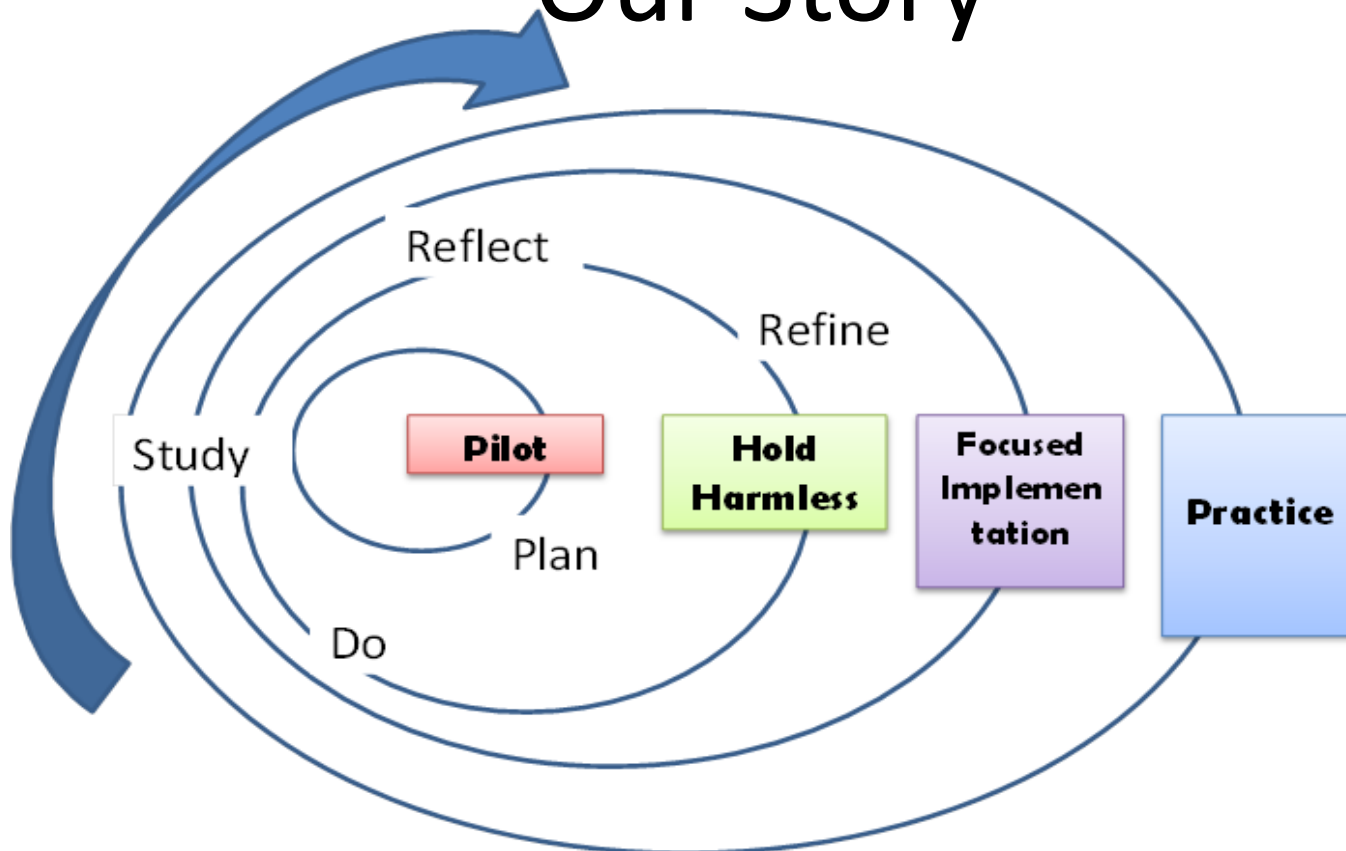


Metrics

Staff Survey Results	13-14	14-15
Rubric expectations clear	88%	90%
...and fair	82%	86%
SGO process clear	67%	70%
...and fair	83%	70%
Survey results beneficial	66%	83%
Feedback from evaluator useful	90%	86%
...and fair	94%	89%
Online system easy to use	95%	90%
Overall effectiveness rating clear	91%	93%
...and fair	81%	84%

Woodland Park School District
'Elevate Your Education'

Our Story





Background

- *Support Structures*
 - District Evaluation Team
 - Administrative Leadership Team
 - District Lead



District Evaluation Team

- *Primary Roles*

- Messaging
- Communication
- Decision Making
- Feedback Loop
- Peer Support

- *Structure*

- Monthly/Quarterly Meetings
- Reports to Buildings
- In-Building Assistance
- Collaboration Day Planning, Training, & Support



Administrative Leadership Team

- *Primary Roles*

- Direction
- Timelines
- Norming/Calibrating
- Filtering

- *Structure*

- Monthly Meetings
- School Visitations
- Adopt-a-School
- Education
Effectiveness Liaison
Grant Participation



District Lead

- *Primary Roles*

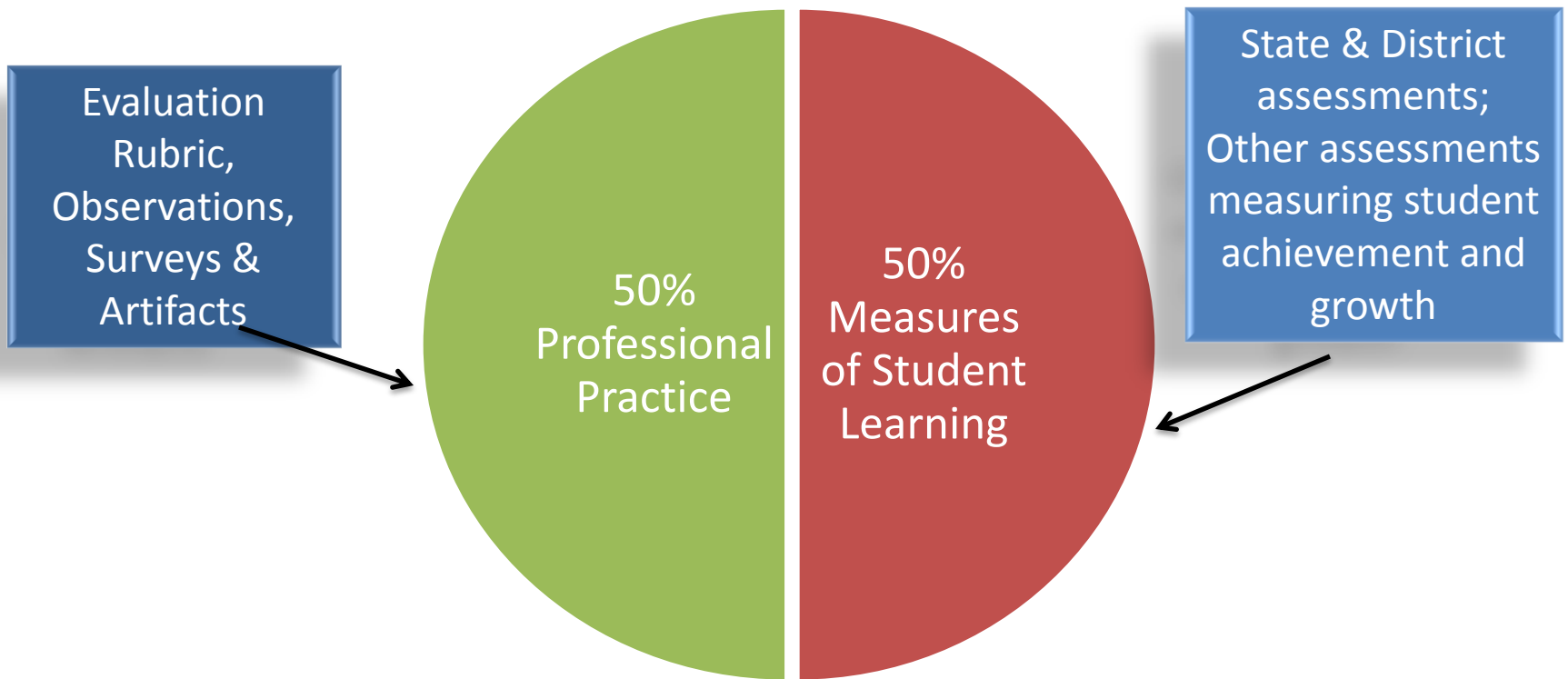
- Strategic Leadership
- Research & Preparation
- Facilitation
- Follow-Up

- *Structure*

- Ongoing
- Stipend/Partial FTE
- In Building Support
 - Educator Effectiveness Liaison
 - Office Hours



Educator Effectiveness Components





Evaluation Rubric Insights

- *Keep State Element/Practice Wording*
- *Provide Clarifications with District Interpretations*
- *Use Student/Teacher Survey to Support Ratings*
- *Encourage Sharing of Self-Reflection*
- *Share Initial Admin Ratings by January (1st year)*
- *Staff Write a Professional Goal*



WPSD Growth Components

- *20% School/District Performance Framework (Collectively Attributed)*
- *80% Student Growth Objectives (SGOs) (Individually Attributed)*



20% School Performance Framework (SPF) Scoring Matrix

Rating	% of Framework Points Earned
4	At or above 80%
3	At or above 64% - below 80%
2	At or above 52% - below 64%
1	Below 52%



80% Measures of Student Learning

- *Looking for **Evidence of Effectiveness***
- *Multiple opportunities with 3 “Looks”*
- *System modeled off*

Poudre School District





1st Look:



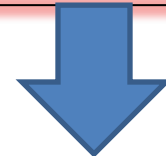
Growth Modeling Measures

- TCAP, MAP, STAR & DIBELS
- 2 Years of Data Required
- Cutpoint Considerations (Handout)
- WPSD 1st Look Scoring Plan (Brochure)

Proficient or Advanced
Rating = Teacher's
Growth Score

Below Proficient

Not Applicable





2nd Look:

District Learning Measures

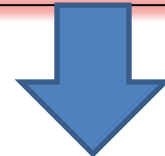


- District Approved Assessments
- 2 Years of Data
- District Approved Assessment Process (Website)

Proficient or Advanced
Rating = Teacher's
Growth Score

Below Proficient

Not Applicable





3rd Look:



Student Growth Objectives/ Measures of Student Learning

- Purposely designed growth objectives (SGOs) formed through a collaborative process between the evaluatee and evaluator
- Adapted from *Achieve New Jersey*

Final rating determined at the end of the evaluation year based on data from the SGO



What is a SGO?

A Student Growth Objective is a long-term academic goal that staff set for groups of students and must be:

- Specific and measureable
- Aligned to standards
- Based on available prior student learning data
- A measure of what a student has learned between two points in time



Steps in the SGO Process

- Step 1:** Choose or develop a quality **assessments** aligned to standards
- Step 2:** Determine students' **starting points**
- Step 3:** Set ambitious and achievable SGOs including **full attainment standards**
- Step 4:** Track progress & refine instruction
- Step 5:** Review results and score in consultation with your evaluator



SGO Insights



- *Training! Support! Samples! Time!*
 - Evaluators
 - Staff
- *Professional Development*
 - Assessment
 - Learning Objectives
 - Data Collection & Analysis
- *Trust*





Dashboard Online Tool

- *Developed over the school year with Paul Fleming of ExModula*
- [Overview of the site](#)



WPSD System Logistics

- *Evaluation Cycles & Timelines (Website)*
- *Focused Implementation*
 - Roll out piece by piece with training, support, & feedback at every step





Focused Implementation

	Professional Development	Implementation Focus
August	Messaging & Evaluation Process	
September	Professional Practice Rubric; Dashboard System	Professional Practice Self-Assessment; Goal Setting Meeting
October	SGO Process & Forms	
Nov-Dec	SGO Support Sessions	SGOs
January	Growth Scores	1 st /2 nd Look Scores; Mid-Year Meeting
February	Quality Assessments	Professional Practice Initial Rating
April-May	Assessment Evaluation	SGO Evaluation
May-June	End-of-Year Meeting with Final Ratings	



Added Layers

- Tailored Professional Practice Rubrics
 - Instructional Coaches, Library Media Specialists, SPED, Classified Specialists
- Support Structures for Partially/Ineffective Staff
 - Effectiveness Plan with Priority Areas for Growth, Actions, & Resources
 - Assistance from Instructional Coaches
 - Assignment of a Secondary Evaluator
- Appeals Process
- Portability Policy
- Evaluator Professional Development
 - Cognitive Coaching
 - Learning Focused Supervision
- Retiring Teacher Process (Coming...)

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Questions





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