



May 18, 2020
Browning Public Schools
PO Box 610
Browning, Montana 59417

Dear BPS School Board Trustees:

It has been my privilege to provide staff development this school year to Browning Public School building principals. JIGSAW Consulting has provided small group, individual, and whole support focused on MT-EPAS (Montana Educator Performance Appraisal System) processes and procedures to enhance leader confidence and competency.

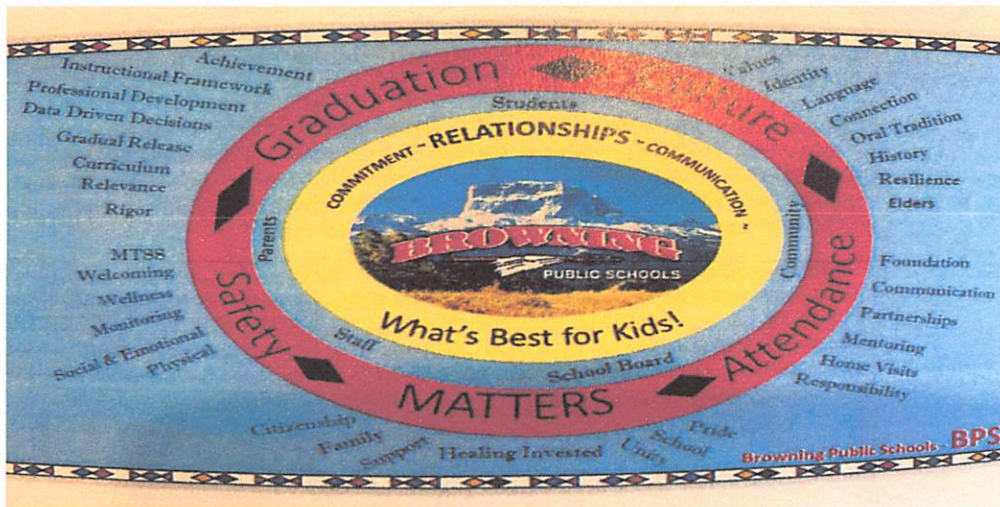
Montana Educator Performance Appraisal System - (Montana-EPAS)

The Administrative Rules of Montana (ARM) Title 10, Chapter 55 Standards of Accreditation provides the framework for the evaluation process used in Montana schools. The standards outline the minimum guidelines and requirements of the evaluation system used by a school district. Implementation of the requirements of ARM 10.55.701 (4)(a) began in all Montana school districts in the 2013-14 school year. As directed by the standard, model evaluation instruments have been developed and published to assist school districts in meeting the state standards for educator evaluation. Model instruments promote the inclusion of professional growth components in the overall system. (MT OPI Website)

Browning principals embraced the opportunity to receive support through attendance at a full-day training, October 16, 2019 in Browning. Individual building principal support was designed to provide additional professional growth to enhance overall skills in evaluating certified staff assigned to their building. The ultimate goal was to support individual staff in their own professional growth to enhance instructional competencies designed to increase overall student achievement. The goal is always about increasing student learning. Instructional leadership offered by each building principal provides classroom teachers with individual professional growth based on their needs.

Browning Public Schools is fortunate to have leaders committed to the students they serve willing to carve out time for their own individual professional development. This all important process has a direct connection to increasing student achievement.

As I reviewed the Board's 2019-2020 District Framework, JIGSAW support aligns directly to the emphasis on "graduation." The sub-categories of rigor, relevance, instructional framework, professional development, curriculum relevance, and data driven decisions. Superintendent Guardipee was instrumental in providing this professional development opportunity for Browning Public Schools leaders. Her priority of affording leaders with up to date information and research on teacher evaluation is critical to the overall increase in achievement expectations.



My thanks to each of you and your service to Browning Public Schools. If I can provide you with additional information, please don't hesitate to contact me at jswain2018@gmail.com. The JIGSAW website is www.classroompuzzle.com/.

Cordially,

Dr. Jo Swain
JIGSAW Consulting