

New Fairfield Public Schools Educator and Leader Evaluation and Growth System

**Presentation to the NFPS Board of Education
September 19, 2024**



New Fairfield Public Schools Professional Development and Evaluation Committee (PDEC)

Michelle Brown (Elementary - Kindergarten)
Brian Cragin (MS - Special Education)
Kenneth Crow (Superintendent of Schools)
James D'Amico (HS - Principal)
Ernest Fabrizio-Garcia (HS - World Language)
Monika Krepstul (6-12 Special Education Supervisor)
Kimberly Laughlin (MS/HS Counselor)
Pamela Lionetti (Elementary - Literacy CIL)
Kimberly Moran (MS - Mathematics)
Kate Bishop (Elementary - Library Media Specialist)
Joel Pardalis (MS - ELA)
Cynthia Ross-Zweig (Paraeducator)
Sarah Sanborn (Elementary - Literacy CIL)
Robert Spino (Elementary - Assistant Principal)
Kristine Woleck (Assistant Superintendent)



Guiding Principles

- **Shared vision** supports a system of continuous improvement in the New Fairfield Public Schools.
- **Differentiation** of professional learning experiences, through responsive and high-quality goal-setting and growth plans, allows educators and leaders at all levels of their career path to grow.
- **Reflection, feedback, and dialogue** are drivers of professional growth individually and collectively to build capacity in the district.
- **Feedback** that is specific, timely, accurate, actionable, and responsive fosters continuous learning and improvement.
- **Multiple sources of evidence**, quantitative and qualitative, demonstrate student learning and educator and leader growth.



Continuous Improvement Cycle



Educator Observation of Practice:

Educator Cohort	Observation Framework
Induction 1 & 2 <i>(Years 1 & 2, new to profession or State)</i>	Minimum of 2 Formal Observations, 1 Informal Observation and 1 Review of Practice (verbal / written feedback)
Induction 3 & 4 <i>(Years 3 & 4; or, new to NFPS with prior tenure in CT district)</i>	Minimum of 2 Informal Observations and 1 Review of Practice (verbal / written feedback)
Professional <i>(Tenured status)</i>	Minimum of 1 Informal Observation and 1 Review of Practice (verbal / written feedback)

Continuous Improvement Cycle

