

ISD 709 Teacher Development & Evaluation

Background

- The ISD 709 Teacher Development and Evaluation (TDE) plan was developed in 2014 by the ISD 709 Teacher Evaluation PLC Committee and meets the requirements in Minnesota Statute (122A.40).
- Our district adopted the Charlotte Danielson observation tool based on her book, *Framework for Teaching* and Teachscape as the management tool to archive evaluation documents
- Teachscape was purchased by the Frontline company this past spring. Our new management tool is called **My Learning Plan**.

Components to the Teacher Evaluation

| Component | Percent of the evaluation |
|--|--|
| Summative Evaluation by administrator | 60% |
| Student Learning and Achievement (Student Growth Goals) | 35% District Goal: 5% School Goal: 15% Class or Targeted Need Goal: 15% |
| Student Engagement (Measured using Danielson rubric: 3c) | 5% |

Rubrics

The following rubrics are embedded within My Learning Plan specific to ISD 709:

| Rubric Name | Position |
|---|---|
| Teacher -Non Tenured: Year 1, 2, 3 -Tenured | All K-12 classroom teachers Special Education teachers (includes VI, DAPE, DHOH) |
| Instructional Specialist -Non Tenured -Tenured | Special Education TOSAs, Child Find Coordinator, Content Coaches |
| Literary Media Specialist -Non Tenured -Tenured | Media Specialists |
| Nurse -Non Tenured -Tenured | Licensed School Nurses (LSN) |
| School Counselor -Non Tenured -Tenured | School Counselors |
| School Psychologist -Non Tenured -Tenured | School Psychologists |
| Therapeutic Specialist -Non Tenured -Tenured | OT, PT, Speech/Language Pathologists (SLP), Social Worker, Audiologist |
| AD/Dean | Activities Directors and Deans of Student |
| Leadership: Performance Matrix | Principals and Assistant Principals |

Process for all certified staff

Staff will complete these steps each year as part of the professional growth process

Fall:

- Staff complete a self-assessment using the Danielson rubric
- Staff develop professional goals and student growth goals and submit those to their principal

Spring:

- Staff reflect on their professional goal and your student growth goal established in the fall and complete end of the year reflection and submit form to principal for approval.

Procedures for Probationary Staff

- Administrator will complete 3 formal observations each year
- The first observation must take place within the first 90 days of teaching service (approx by Nov 30)
- The principal meets with each teacher within 2 weeks of each observation to provide feedback

Procedures for Tenured Staff

- All tenured teachers will take part in a 3-year professional review cycle. Every 3 years teachers will receive feedback through a summative evaluation process that includes a formal observation by their administrator.
- During years that teachers are not formally evaluated they will have opportunity to participate in a peer review process.
- PLCs and peer observations provide time for teachers to grow professionally through teacher collaboration.

Peer Review

- This process was developed as part of the TDE in 2014 and can be located on pages 7-8.
- This process is confidential between the teacher and peer.
- The process includes an observation and a post observation conference between teachers.
- All teachers are encouraged to participate in peer observations; however, it is only required during your non summative year.
- Some teachers in ISD 709 have been participating in peer review in a less formal process.
- Often the peer observing instruction learns as much if not more than the teacher being observed.