

S-2: EVALUATIONS BOARD GOAL

Project Plan – Rev. 121014 DRAFT

Gates & O’Connor

A. Re-statement of the “voice of the board” on this subject: What do we mean by high quality staff evaluation? (The statements below the priority areas are taken verbatim from the board’s May 2014 strategy meeting.)

Priority #A2 : Completion of high quality staff evaluation including student growth in 2016-17 (PERA)	Priority #B4 : High quality feedback and evaluation	Priority #C2 : High quality evaluation process
Effective thorough evaluation process		
Complete evaluations		
High quality evaluations		
Overall evaluation system - program and people		
Set up system for teacher evaluation and PD planning		
Implement evaluation process/supports		

Note: This board goal was identified by the board as both a next year and five year goal. It was also identified as “board oversight/administration execution.”

B. Why is this important?

High quality staff evaluation benefits professional educators, the students they educate, the local school community, and the nation at large.

C. Summary (overarching) goals – one and four years out (or, “what does success look like in 1 and 4 years?”)

	Year One	Year Four
1.	Principals meet state teacher evaluation requirements as required.	Increased student success beyond current levels. Decrease in size of achievement gaps between student sub-groups.
2.	Evaluation process includes constructive, actionable, critical feedback based on clear expectations.	Evaluations play a role in employee related decisions.
3.	Frequent observations are part of evaluation process.	Administrative audit mechanism is in place to assess if classroom observation process is providing requisite support / feedback and accurate teacher evaluation.
4.	All those who perform teacher evaluations	Administrative audit mechanism is in place to

	receive the support they need to conduct accurate evaluations.	assess quality of support/training for teacher evaluators.
5.	Evaluation results form the foundation of teacher professional staff development.	Professional staff development courses to support teachers are fully developed.

D. Objectives necessary to meet our goals

	Objective	Tools, Actions, & Resources Required to Achieve	Evidence of Progress / Success	End Result (can be a process or product)	Target Date
1.	Evaluations are completed and meet an agreed upon standard of quality.				Date required by state law. June 2015 at latest.
2.	Teachers possess requisite knowledge and understanding of the evaluation process and tool				Prior to winter recess
2.	Offer PD to teachers based on their areas of strength and areas to improve as defined by their rating on the Danielson evaluation rubric. Thus PD can strengthen instructional weaknesses in advance of teachers' next observations.				June 30, 2014
3.	Principals and other teacher evaluators receive the support they				June 30, 2014

	need to conduct accurate evaluations.				
4.	Ensure that a PERA pilot takes place in 2015-2016 school year.				June 30, 2014

E. Calendar of progress report-out to the board

8/12/14	Gates & O'Connor assigned	Mid-Winter	<p>Dr. Roberts reports the number of completed evaluations so far this year along with the state-required evaluations for the 2014-2015 school year. Dr. Roberts reports on a measure of quality of the evaluations.</p> <p>Dr. Roberts reports on communications, related PD, evaluator training and support and PERA pilot planning.</p>
8/18/14, 9/19/14, 9/25/14, 12/11/14	Meetings with Dr. Roberts, Gates, and O'Connor	June 2015	<p>Dr. Roberts reports the number of completed evaluations so far this year along with the state-required evaluations for the 2014-2015 school year. Dr. Roberts reports on a measure of quality of the evaluations.</p> <p>Dr. Roberts reports on communications, related PD, evaluator training and support and PERA pilot planning.</p>
12/16/14	<p>Dr. Roberts reports the number of completed evaluations so far this year along with the state-required evaluations for the 2014-2015 school year. Dr. Roberts reports on a measure of quality of the evaluations.</p> <p>Dr. Roberts reports on communications, related PD, evaluator training and support and PERA pilot planning.</p>		

F. Misc. notes, comments, concerns, observations, major hurdles, caveats regarding this issue: