

## Work Session

Monday, May 8, 2023 7:00 PM

Waconia Middle School Room D110, 1400 Community Dr., Waconia, MN 55387

1. **Consideration to authorize district attorney to submit a report to state auditor related to ISD 110 past financial expenditures**

2. **ENTER CLOSED SESSION:**

**To consider strategy for labor negotiations pursuant to Minnesota Statutes 13D.03**

3. **Superintendent Updates**

**Presenter:** Brian Gersich,  
Superintendent

4. **Professional Growth and Teacher Evaluation Amendments**

**Presenter:** Sarah Klitzke, Interim-Director of Teaching & Learning



# Teacher Professional Growth, Reflection, and Evaluation

Board of Education  
Waconia Public Schools  
May 8, 2023

# Information for Today

- ❖ Review the components of the MN State Statute
- ❖ Receive background information about the review of the ISD 110 Teacher Professional, Growth, and Evaluation (PGRE) plan
- ❖ Review refinements and improvements to the current PGRE plan



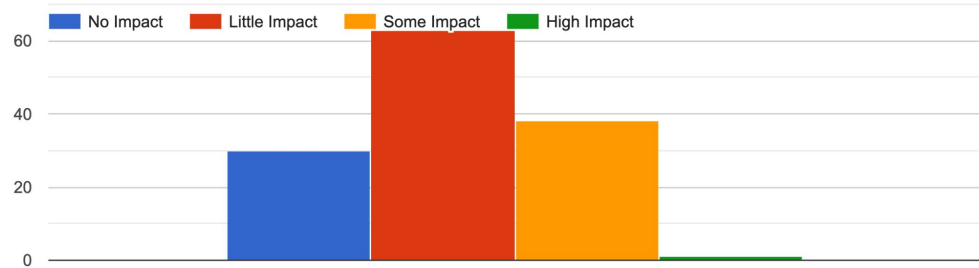
# Policy 434 and Statute ~ 122A.40

- A 3-year evaluation cycle
- An evaluation rubric aligned to MN Standards for Effective Practice for Teachers
- Development of a Professional Growth Plan
- Development of a Student Achievement Goal
- Opportunities to participate in a PLC
- Opportunities for professional growth
  - Peer coaching
  - Teacher collaboration
  - Mentoring program



# Background Information

Please rate from no impact to high impact, what impact does the current evaluation (McRel Rubric) and coaching model have on your classroom instruction.

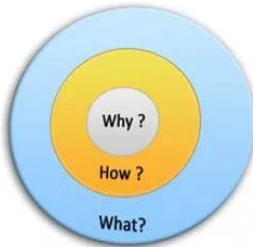


70% of faculty felt the previous PGRE model had little to no impact on their instructional practices.

Previous plan was set to “expire” in 2020. We could either renew or review.

[Guiding Change](#)

# Purpose of ISD110's PGRE



**Why = The Purpose**

*What is your cause? What do you believe?*

**How = The Process**

*Specific actions taken to realize the Why.*

**What = The Result**

*What do you do? The result of Why. Proof.*

**Why** = The purpose of teacher evaluation is to grow and develop teachers

**How** = By implementing the evaluation tool and process with fidelity

**What** = So that . . .

- All teachers can clearly and commonly understand what strategies impact student learning
- All teachers can identify their specific needs and be supported in their growth and development
- All students can learn and grow to their highest potential

# Three Part Process

May '19 - September '19

**Rubric Design Team**

October '19 - January '20

**Process & Procedure  
Team**

February '20 - June '20

**Rubric Pilot Team**

# Three Part Process

May '19 - September '19

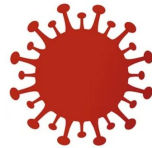
**Rubric Design Team**

October '19 - January '20

**Process & Procedure  
Team**

February '20 - June '20

**Rubric Pilot Team**



# Monitor and Adjust

May '19 - September '19

**Rubric Design Team**

October '19 - January '20

**Process & Procedure  
Team**

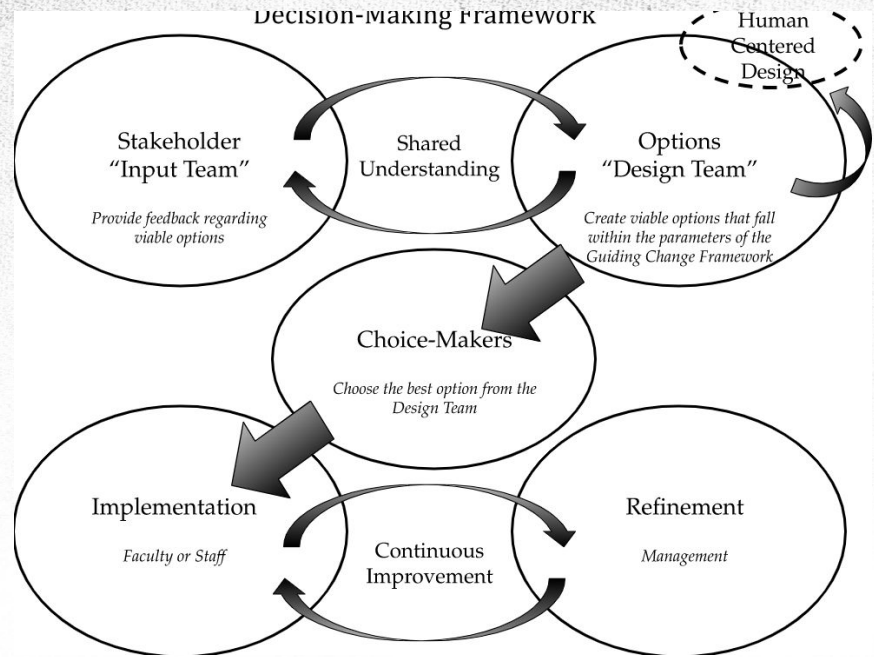
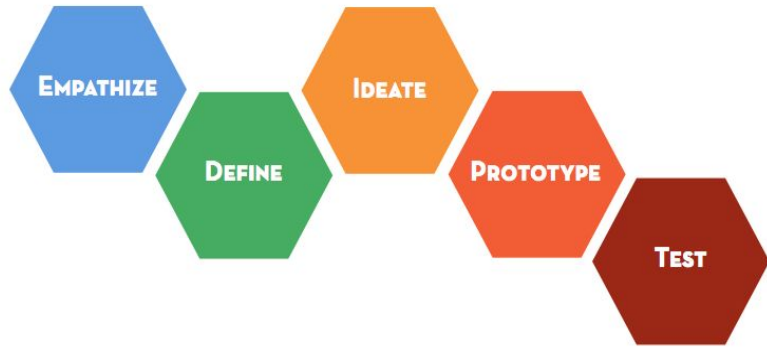
Board of Education  
approved a 1-year  
extension to the  
current plan

**September '20 - May '21**

**Rubric Pilot Team**

# Overview of Proposed Plan 2023-2026





# Human-Centered Design Process and Decision-Making Framework



**From ...**

A  
one-size-fits-all  
McREL rubric



**To ...**

A rubric for classroom  
teachers, and  
  
A rubric for  
non-classroom  
teachers



## From ...

A system of 25  
required  
elements in  
McREL



## To ...

A system with **8 Core Elements** for classroom teachers, and

A system with **6 Core Elements** for non-classroom teachers



## From . . .

The development of  
3 unrelated yearly  
goals

- PLC Goal
- Student Learning Goal
- Impact Challenge Goal

## To . . .

One comprehensive  
3-year plan

- Professional Growth Plan
- Student Achievement Goal

## From ...

Forms housed in multiple platforms

- SearchSoft
- Google
- Schoology



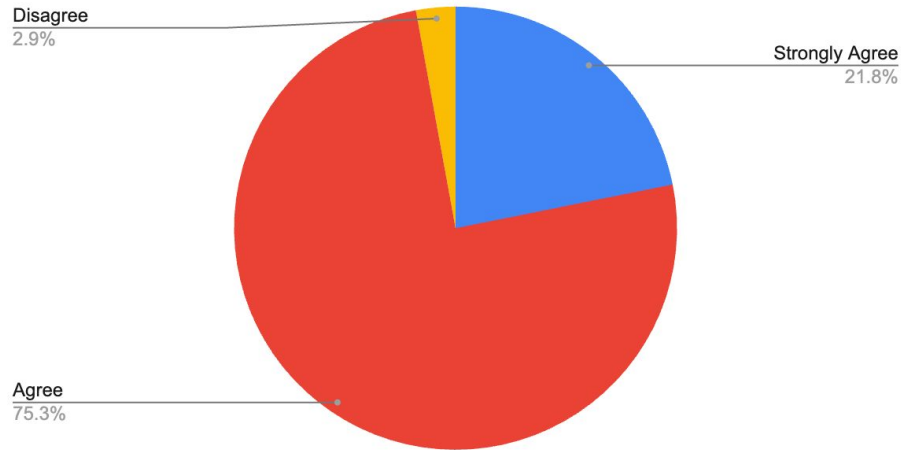
## To ...

One platform

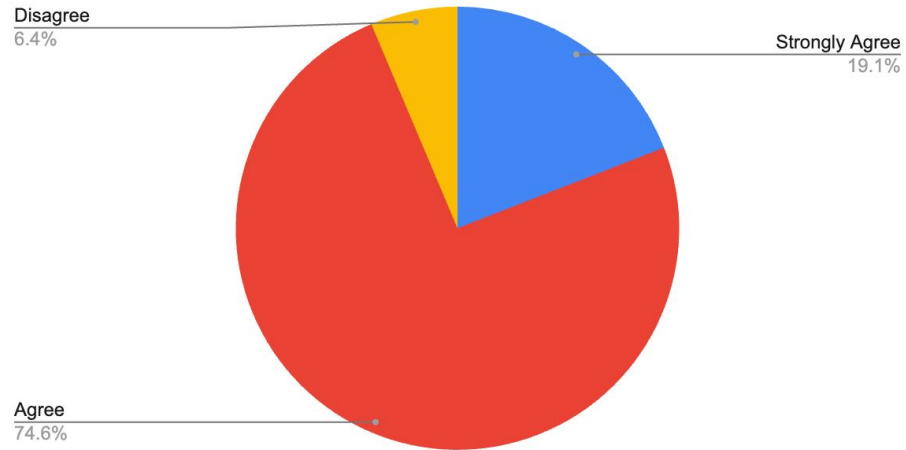
- iObservation



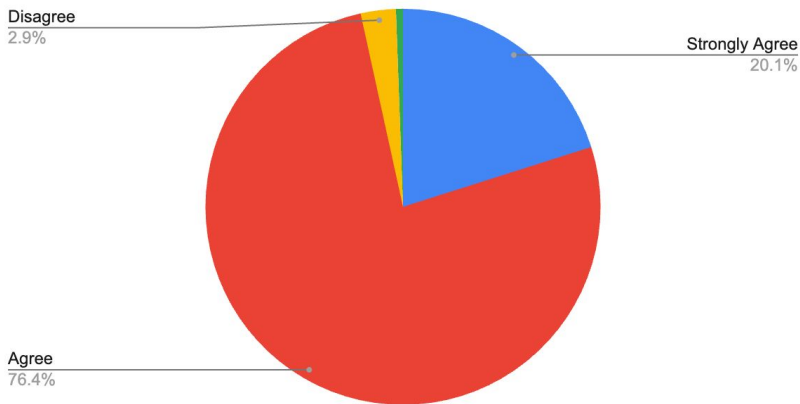
The content of this session gave me tools to feel confident in my ability to positively impact each student I work with.



This session will aid in my ability to provide high-impact learning experiences for every student.

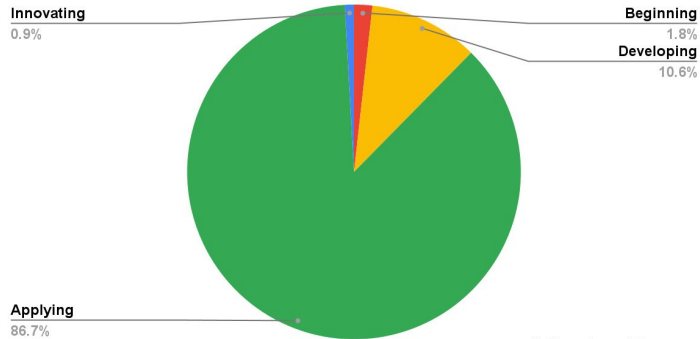


I will use information from this session to ensure high levels of learning.

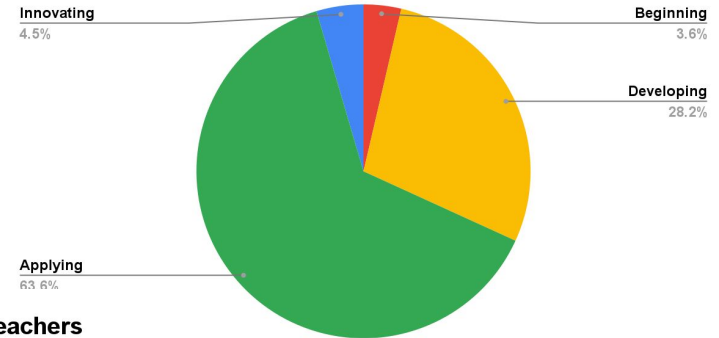


# PGRE iObservation - Classroom Teacher

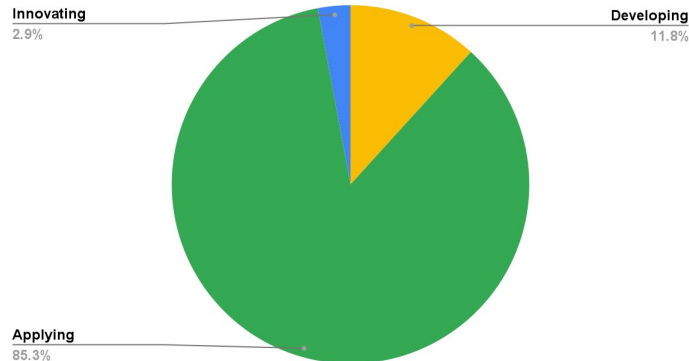
## Planning Standards-Based Lessons/Units - Classroom Teachers



## Planning to Close the Achievement Gap Using Data - Classroom Teachers

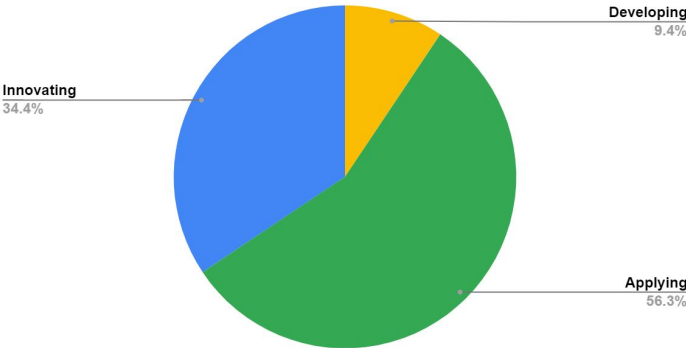


## Aligning Resources to Standard(s) - Classroom Teachers

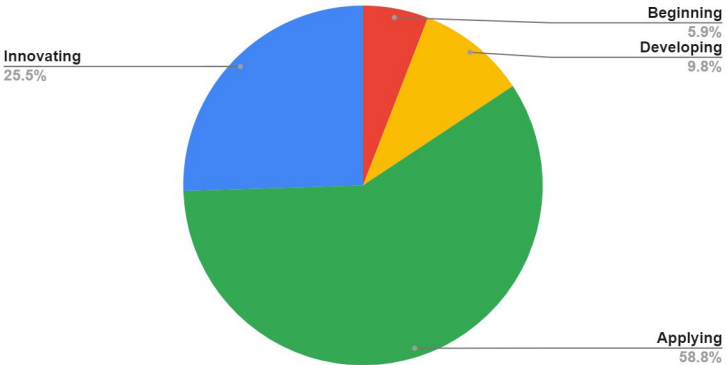


# PGRE iObservation - Non-Classroom Teacher

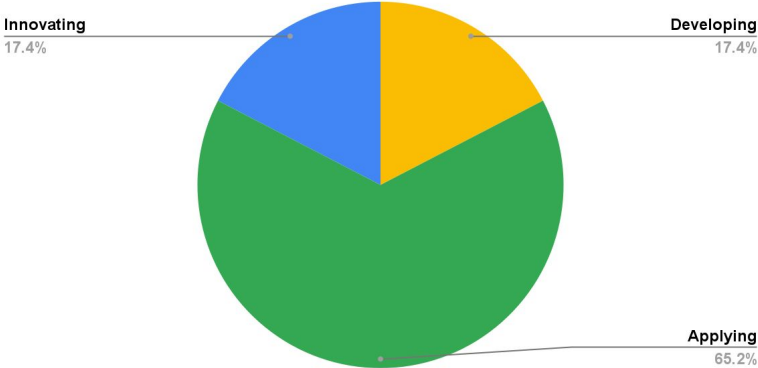
### Demonstrating Knowledge of Students - Non-Classroom Teachers



### Establishing and Communicating Clear Goals for Supporting Services - Non-Classroom Teachers



### Helping Students Meet Achievement Goals - Classroom Teachers



Refinements for  
2023-2026

## From . . .

Peer Review facilitated  
by instructional coaches

- Traditional observation
- Collaborative Observation
- Micro-Teaching

## To . . .

Peer Review facilitated  
in Professional Learning  
Communities

- Collaborative Observation
- Micro-Teaching
- Peer Walk-through Observations

**Refinements for  
2023-2026**

## **From ...**

Administrative  
Evaluations include:

- Year 1 and 2:  
three walk-throughs
- Year 3: one informal  
and one formal  
observation

## **To ...**

Administrative  
Evaluations include:

- One formal  
observation within  
the 3-year cycle

Refinements for  
2023-2026

## From . . .

Professional growth plans and observations are based on the Core 8 (classroom) or the Core 6 (non-classroom) elements.

## To . . .

Professional Growth Plans and observations are based on the Core 8 or the Core 6 elements **plus** selected targeted elements.

## STANDARDS-BASED PLANNING

- ★ Planning Standards-Based Lessons/Units
- ★ Aligning Resources to Standard(s)
- ★ Planning to Close the Achievement Gap Using Data



= Core Elements



= Target Elements for 2023-2026

## CONDITIONS FOR LEARNING

- ★ Using Formative Assessment to Track Progress
- ★ Providing Feedback and Celebrating Progress
  - Organizing Students to Interact with Content
  - Establishing and Acknowledging Adherence to Rules and Procedures
- ★ Using Engagement Strategies
  - Establishing and Maintaining Effective Relationships in a Student-Centered Classroom
- ★ Communicating High Expectations for Each Student to Close the Achievement Gap

## STANDARDS-BASED INSTRUCTION

- ★ Identifying Critical Content from the Standards
  - Previewing New Content
  - Helping Students Process New Content
  - Using Questions to Help Students Elaborate on Content
  - Reviewing Content
  - Helping Students Practice Skills, Strategies, and Processes
  - Helping Students Examine Similarities and Differences
  - Helping Students Examine Their Reasoning
  - Helping Students Revise Knowledge
  - Helping Students Engage in Cognitively Complex Tasks

## PROFESSIONAL RESPONSIBILITIES

- ★ Adhering to School and District Policies and Procedures
- ★ Maintaining Expertise in Content and Pedagogy
- ★ Promoting Teacher Leadership and Collaboration

★ = Core Elements    ☆ = Target Elements for 2023-2026

### DOMAIN 1: PLANNING AND PREPARING TO PROVIDE SUPPORT

- ★ Establishing and Communicating Clear Goals for Supporting Services
- ☆ Helping the School/District Achieve Goals
- ☆ Using Available Resources

### DOMAIN 2: SUPPORTING STUDENT ACHIEVEMENT

- ★ Demonstrating Knowledge of Students
- ★ Helping Students Meet Achievement Goals

If Applicable

- ☆ A. Planning Standards-Based Lessons/Units
- ☆ B. Identifying Critical Content
- ☆ C. Using Questioning Strategies
- ☆ D. Facilitating Groups
- ☆ E. Managing Student Behavior
- ☆ F. Using Engagement Strategies

### DOMAIN 3: CONTINUOUS IMPROVEMENT OF PROFESSIONAL PRACTICE

- ☆ Reflecting and Evaluating Personal Performance
- ★ Using Data and Feedback to Support Changes to Professional Practice

### DOMAIN 4: PROFESSIONAL RESPONSIBILITIES

- ★ Demonstrating Knowledge of Professional Practice (Area of Expertise)
- ★ Promoting Positive Interactions with Colleagues and Community
- ★ Adhering to School and District Rules and Procedures
- Supporting and Participating in School and District Initiatives

Choose any 1  
★ elements for a  
focus.

# Full PGRE Plan with recommended changes

[PGRE Plan \(Redline\)](#)

[PGRE Plan - Final](#)

[PGRE Plan Overview](#)





5. **Summer School**

**Presenter:** Jake  
Hockinson, Teaching  
and Learning Manager



# K-8 Targeted Services Summer School and 9-12 Credit Recovery Programming

School Board Presentation

May 8th, 2023

# Elementary Targeted Services

## Reading Academy

ELEMENTARY 1ST-5TH GRADE



Incoming Grades 1 & 2:  
8:45 AM-10:15 AM

Incoming Grades 3-5:  
10:30 AM-12:00 PM



## Math Academy

ELEMENTARY 1ST-5TH GRADE



Incoming Grades 3-5:  
8:45 AM-10:15 AM

Incoming Grades 1 & 2:  
10:30 AM-12:00 PM

5 WEEKS, MONDAY-THURSDAY




JUNE 12-15  
JUNE 19-22  
JUNE 26-29  
JULY 10-13  
JULY 17-20


\*NO SESSIONS WEEK OF JULY 4TH




# Middle School Targeted Services



**WMS SUMMER SCHOOL**



**REGISTER NOW!**





**INCOMING 6TH-8TH GRADERS**

\* 8:30-11:30 AM Monday-Thursday


English Language Arts

Mathematics

Personal Skills


$$x = \frac{-b \pm \sqrt{b^2 - 4ac}}{2a}$$

**5 WEEKS, MONDAY-THURSDAY**



**JUNE 12-15**  
**JUNE 19-22**  
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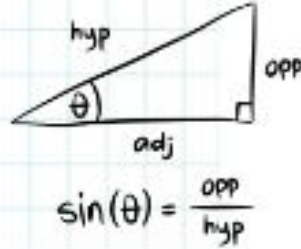


# High School Credit Recovery



## CORE CONTENT CREDIT:

- English Language Arts
- Mathematics
- Science
- Social Studies



PLATFORM: **edmentum™**



**DATES:**

JUNE 12-15  
JUNE 19-22  
JUNE 26-29

