

Missouri Educator Evaluation

Teacher Component

2014-2015

Why Change Now?

- NCLB Waiver
 - College and career-ready expectations for all students
 - State developed recognition, accountability, and support
 - Supporting effective instruction and leadership
- Time for RP based upon progress and needs

What Does Missouri Require?

- Evaluation tool must meet 7 Essential Principles
 - Research-based practice
 - Differentiated levels of performance
 - Probationary period for new educators
 - Use of measures of student growth in learning
 - Ongoing, deliberate, meaningful, and timely feedback
 - Standardized and periodic training for evaluators
 - Evaluation results to inform personnel employment determinations, decisions, and policy

What was Ray-Pec's Process?

- Teacher Evaluation Task Force
 - 28 teachers and administrators
 - 7 formal meetings with Google collaboration between
 - Compared RP with state requirements and other districts' tools
 - Identified 4 standards with 18 indicators
 - Curriculum and Instructional Practices
 - Learning Environment
 - Student Learning and Growth
 - Professionalism
 - Drafted Summative and Professional Growth Plan templates
 - Drafted evaluation timeline and requirements based upon level of experience.

How Does RP's Model Meet State Requirements?

1. Research Based Practice

- Used MO Model as a guide for standards and quality indicators
- Addresses Senate Bill 291 passed in 2010
- Based on work of Marzano, Hattie, and Lemov

3. Probationary Period for New Teachers

- Required mentoring for 2 years
- Additional support for years 3-5
- Confidential, non-evaluative
- Also taken into consideration on summative evaluation

2. Differentiated Levels of Performance

- Summative Form
 - Met and/or Showing Growth
 - Not Met or Not Showing Growth
- Minimum of 3 discrete levels required
 - Minimally Effective, Somewhat Effective, Effective, Highly Effective
 - Overall indicator ratings, Professional Growth Plan rating, years of experience in position

4. Use of Measures of Student Growth in Learning

- Specific standard to address this area
- All staff will have Quality Indicator 3.3 - Assessment Data to Improve Learning as a professional growth goal

5. Ongoing, Deliberate, Meaningful, and Timely Feedback

- More frequent classroom visits
- Collaborative conversations
- Analysis of data
- Self reflection

6. Standardized and Periodic Training for Evaluators

- Goal is to have inter-rater reliability
- August Training
- Quarterly Trainings

7. Evaluation Results to Inform Personnel Employment Determinations, Decisions, and Policy

- Growth is number one priority of evaluation
- District legal counsel will review to ensure tool provides adequate evidence when needed to support non renewal

WHAT'S NEXT?

- Finalizing additional forms and the evaluation handbook that will be provided to teachers and evaluators.
- Presenting the completed handbook to the board for approval at the July board meeting.
- Training evaluators to ensure inter-rater reliability.
- Training staff to ensure consistent understanding of the process and expectations.
- Developing a timeline for the task force to reconvene during the 2014-2015 school year to continue revisions and enhancements.

Questions??