



NOTES

The latest information about bridging connections for educational excellence.

August 19, 2014 (2014–2015 SY, Issue 1)

From the BRIDGE Office

Welcome back to CCSD administrators and teachers! We've had a busy summer with BRIDGE work, and throughout this newsletter are important BRIDGE updates for all stakeholders, including teachers in BRIDGE pilot and BRIDGE non-pilot schools, principals, community members, and parents.

Most notably, in the past few weeks we've met with our U.S. Department of Education grant administrators to continue to refine our timeline for implementing some of our evaluation measures. Dr. McGinley announced this change last week. Read more about the delayed SLO implementation in the BRIDGE: Grow section of this newsletter.

Please continue to contact us with questions or concerns at BRIDGE@charleston.k12.sc.us. And thank you for your continued partnership in this work.

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BRIDGE: By educators, for educators.

We've shared with you through this newsletter and social media the various ways in which educators are supporting this work. As this pilot work related to evaluation, professional development, and performance-based compensation is being developed by educators, for educators, hear directly from work group members, teachers, principals, and other CCSD staff about how it impacts them.

Work group meetings

- Principals: Evaluation & PD—September 1
- Steering Committee—September 2
- Compensation—September 11
- Whole Work Group*—September 17

*The Whole Work Group consists of the Value Added Measures, Evaluation, and Professional Development Work Groups.

Below are the links to three recently completed videos, walking you through elements of the BRIDGE framework, as well as BRIDGE: Grow (evaluation) and BRIDGE: Learn (professional development). Click on each image to view.



To learn more about the Work Groups, videos, or other ways to get involved, visit the [BRIDGE portal](#), or contact the BRIDGE team, BRIDGE@charleston.k12.sc.us.

BRIDGE: Learn Offering personalized learning opportunities to accelerate educators' professional growth.



BRIDGE: Learn utilized an online virtual professional development library as one of the primary tools to provide personalized professional development to teachers in the pilot schools this past school year. PD360 can be accessed at any time from any location, making it a convenient resource for teachers, with tools like videos in the virtual library varying from 1 to 20 minutes.

Teachers in BRIDGE pilot schools can earn certificate renewal points through the use of this professional development library, along with other steps as part of their development (conferencing with the Professional Development Coordinator (PDC), having the PDC observe and give formative feedback on skills or knowledge learned which is implemented into instructional practice).

The usage rate of teachers in the 14 BRIDGE pilot schools was 5,940 minutes between September 18 to October 22, 2013. That number rose throughout the year by more than 900% to 60,118 minutes of viewing by mid-May! North Charleston Elementary School accounted for more than 13,000 minutes of viewing for the year, while Minnie Hughes Elementary averaged about 400 minutes of viewing per teacher!

Those teachers who utilized this resource regularly were pleased with the variety of topics and the information gained from the videos. Read more about educators' feedback on PD360 in the callout box in this section of the newsletter.

For questions about PD360, or BRIDGE: Learn, please contact [Marti Esarey](#), BRIDGE Professional Development Administrator.

PD360 Impact

Surveys distributed by the BRIDGE PDC to teachers who utilized this resource regularly indicated that overall their experiences with PD360 were positive:

The ability to access PD360 any time, from any location, was:

- Very convenient = 64%
- Somewhat convenient = 27%
- Not convenient = 9%

The topics provided in PD360:

- Offered a good variety = 73%
- Were somewhat limited in variety = 14%
- Were limited in variety = 14%

The information in the videos was:

- Helpful most of the time = 91%
- Helpful some of the time = 0%
- Not helpful most of the time = 9%

BRIDGE: Award Recognizing and celebrating the educators who are positively impacting student growth.



A bonus payout will occur in the fall of 2014 for the 2013–2014 school year for the following Effective and Highly Effective (per the evaluation model) BRIDGE pilot school employees:

- 1) Core Teachers (ELA, math, science, and social studies teachers in grades 4–8); and
- 2) Principals and Assistant Principals

We will be sharing more details about effectiveness ratings and timing for the payout in the next few weeks.

For questions about the BRIDGE: Award, please visit the [BRIDGE timeline](#) on the portal or contact [Bill Briggman](#).



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BRIDGE: Grow Providing educators effective feedback through fair and reliable measures.



South Carolina Department of Education (SCDOE): An Evaluation Update

As we continue to develop our pilot evaluation system, we've been keeping in close touch with the SCDOE, which recently launched an advisory team to assist the Department in implementing South Carolina's Improved Educator Support and Evaluation System, recently approved by the State Board of Education. "Implementing a system requiring student growth measures as a significant part of principal and teacher evaluations is a huge task and one that requires input from our state's educators," said Dr. Mick Zais, State Superintendent of Education. "We want a fair, valid, and reliable evaluation system that supports teachers, provides them with professional development, and helps them excel in the classroom. I'm pleased that we have such a stellar group advising us to ensure a smooth implementation process," concluded Zais.

These teaching professionals will dedicate at least two days per month over the next year to assist the Department. Anita Huggins, Executive Director, Office of Teaching Effectiveness and BRIDGE co-lead will serve on this committee. To learn more about the committee, including names and districts, read the release [here](#).

Student Learning Objectives (SLOs)

As part of the recent SLO Administrator training, we're previewing the SLO Guidebook, available on the BRIDGE portal, [here](#). Within this Guidebook, you'll find:

- Details about how SLOs fit within BRIDGE;
- CCSD's approach to SLOs;
- The SLO cycle, including Training, Selection, Analyzing Student Data, Submission, Review, Finalization, Monitoring, and Completion;
- And more!

SLO School-Based Teacher Training

We've postponed the district-wide training until later this school year.

We submitted an official amendment to our U.S. Department of Education program officer, requesting a delay in the district-wide implementation of Student Learning Objectives (SLOs). **We have received confirmation from our program officer that we have been granted this delay.**

What does this mean?

- As a district, we are committed to the use of student growth measures as part of our evaluation systems. This delay gives us additional time to pilot, and refine, our SLO process.
- For school year 2014–2015, only educators in BRIDGE pilot schools will utilize SLOs as part of the Educator Evaluation System. All other educators in non-pilot BRIDGE schools will participate in BRIDGE: Grow via administrator observations, utilizing the Classroom Observation Tool (COT), and ADEPT.
- All educators will participate in SLO training later this year, as we prepare for district-wide use of SLOs in the 2015–2016 school year.



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Roster Verification—Accomplishments from the 2013–2014 Pilot

In the spring of the 2013–2014 school year, we worked with 11 of our BRIDGE pilot schools to verify rosters of students with their respective teachers. This work promoted accurate valued-added instructional records as informed through the voice of teachers. As we prepare for district-wide use of roster verification to ensure data quality with student growth measures next year, a few accomplishments that came from the pilot follow:

- Designed a roster verification process that leveraged a comprehensive system, method, and process of communications, preparation, and support built through the BRIDGE program to ensure school-based staff knew what to do, how to do it, the purpose, and where to go for help to ensure their success.
- Achieved 100% completion across all participating BRIDGE pilot schools.

Stakeholder Involvement Survey

10/1/13-9/30/14—Results

As indicated in grant requirements, the BRIDGE team has engaged a third party to conduct an annual stakeholder involvement survey to gauge educator perceptions, principal reactions, and general feedback to the work. 328 of 517 eligible TIF educators (64%) completed a stakeholder involvement survey. Classroom teachers account for 87% of respondents. Below are a few of the results.

- Of the educators who accessed online information outlets (e.g., portal, newsletter), most found them informative.
- More educators are receiving BRIDGE-related information through school-based discussion and team meetings, instead of training sessions or work group meetings.
- 81% of respondents felt more informed about the evaluation system now than last fall.



To view additional stakeholder involvement survey results, access the survey infographic [here](#).

Questions about BRIDGE: Grow?

SLOs, contact: elizabeth_reidenbach@charleston.k12.sc.us.

Roster Verification, contact: roster_verification@charleston.k12.sc.us.

Value-Added Analysis and BRIDGE: Grow, contact Anita Huggins at anita_huggins@charleston.k12.sc.us.