INTRODUCTION

Understanding Hawaii's Educator Effectiveness System

An Overview of Tripod Student Surveys, Student Growth, and Student Learning Objectives

VISION FOR A NEW SYSTEM

"The purpose of Hawaii's new educator effectiveness system is to provide timely information, feedback and support to help all teachers and leaders be more effective..."

– Superintendent Kathryn S. Matayoshi

TODAY'S PURPOSE

Today's Purpose

- Build basic awareness and understanding of the different components of the Educator Evaluation System.
- Prepare you to use the new data and feedback that will be provided in the coming school year to support improvement of your practice and outcomes for your students.

MULTIPLE MEASURES

Components we will focus on today

Tripod Student Surveys

Student Growth Percentile Model (SGP)

Student Learning Objectives (SLOs)

Classroom Observations

AGENDA

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- Introduction (8:00-8:10 AM)
- Session 1 (8:10-9:40 AM)
- Transition (9:40-9:45 AM)
- Session 2 (9:45-:11:15 AM)

MULTIPLE MEASURES

Suggested Norms

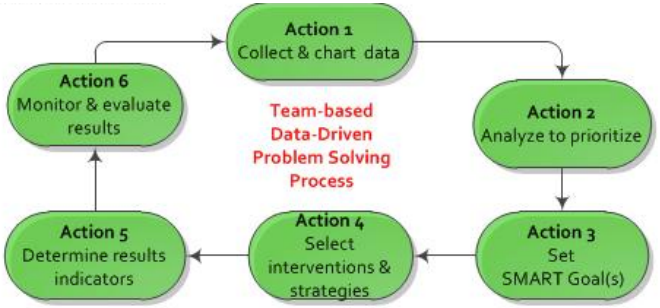
- Be respectful of one another and “air time”
- Seek first to understand then be understood
- High attention, low tech
- Start on time, end on time
- Ask questions and ask for clarification
- Parking Lot (Note Cards)

CURRENT CONTEXT

Current Context

State Strategic Plan

School's Academic & Financial Plan



Grade Level, team, department, or class

RATIONALE FOR A NEW SYSTEM

Why a new system?

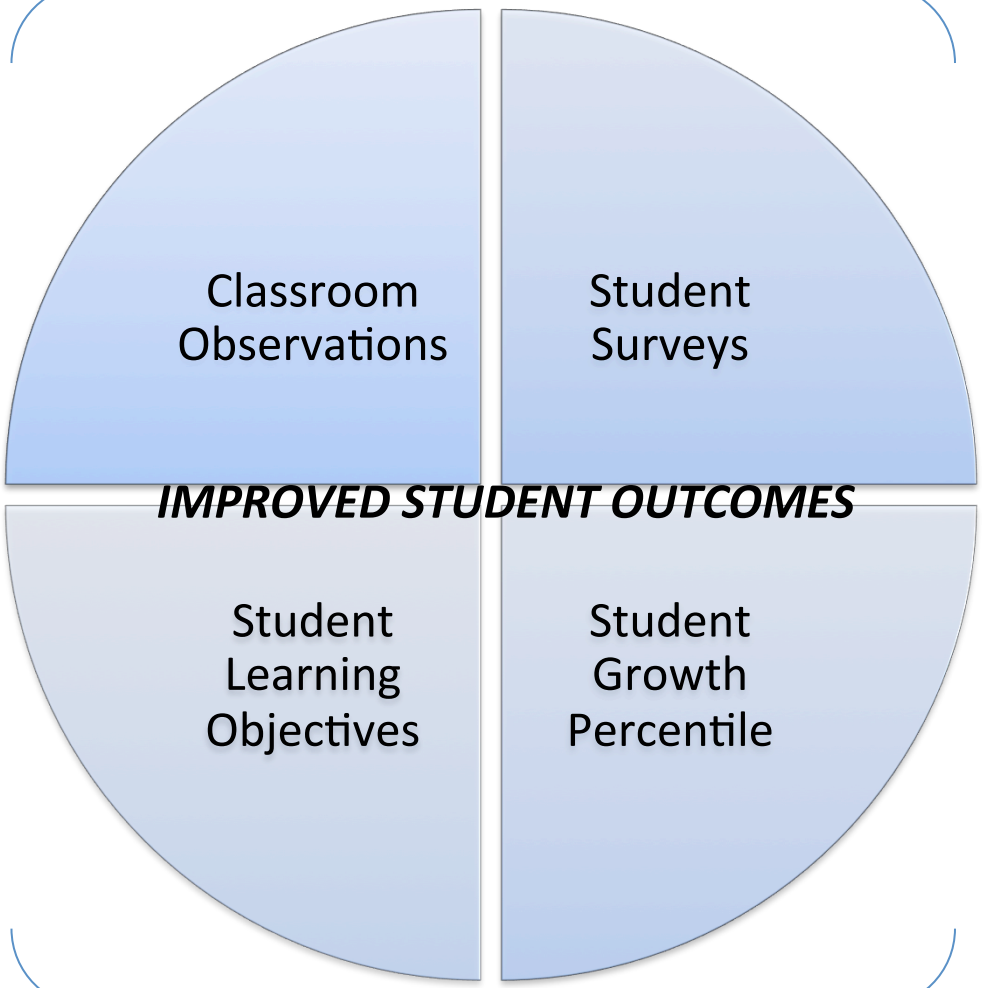
- ✓ Historically, evaluation systems have not supported professional growth or improved effectiveness of all teachers
- ✓ When done right, a teacher evaluation can help identify and encourage classroom practices that promote real student learning
- ✓ When teachers succeed, students succeed

Fact versus Fiction

Fiction	Fact
• We are only doing this because of Race to the Top • We are holding teachers accountable for factors beyond their realm of control • We are measuring teacher performance based on a single test score • We are trying to find ways to fire more teachers • Like many education reform initiatives, this too, shall pass	• With or without Race to the Top, we will do this, because it is the right thing to do for our students and our educators. • We intend to equip teachers with the information, tools, and supports they need to improve. • The system will include multiple measures that look at teacher practice, student perceptions, and student learner outcomes. • We are helping our current teaching force improve their practice and ability to impact results for their students.

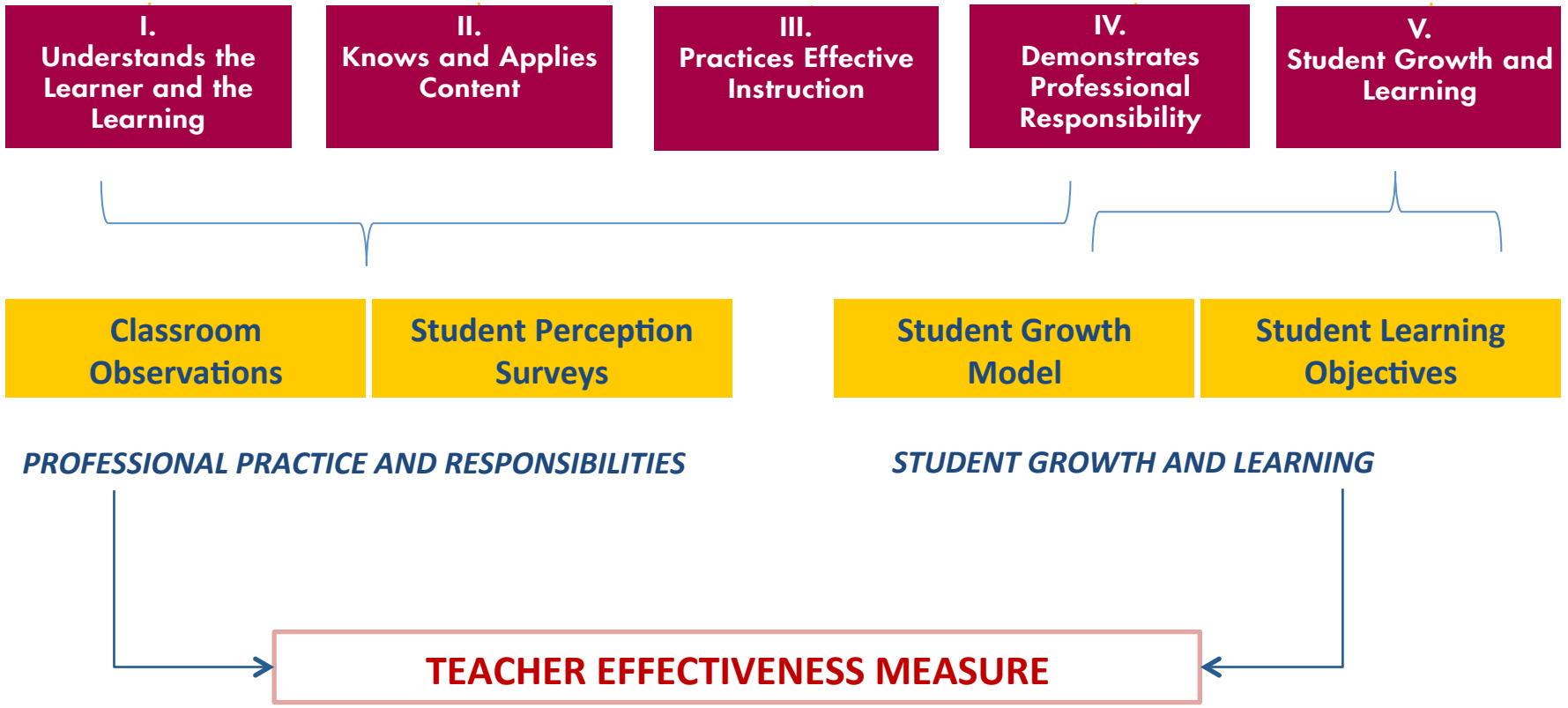
MULTIPLE MEASURES

Professional Practice and Responsibility



Student Growth and Learning

Multiple Measures Aligned with Quality Standards for Effective Teachers



WEIGHTING

How much will each measure be "weighted"?

- No pre-determined weighting
- Decision will be driven by data we collect from this pilot,
- The feedback from teachers, principals, CASs in this pilot will help inform us about these decisions.
- Ultimately the goal is to set weighting in a way that gives us the most information about a teacher's effectiveness

COMMON CORE STANDARDS

Common Core Standards = *Shifts in Instructional Practice*

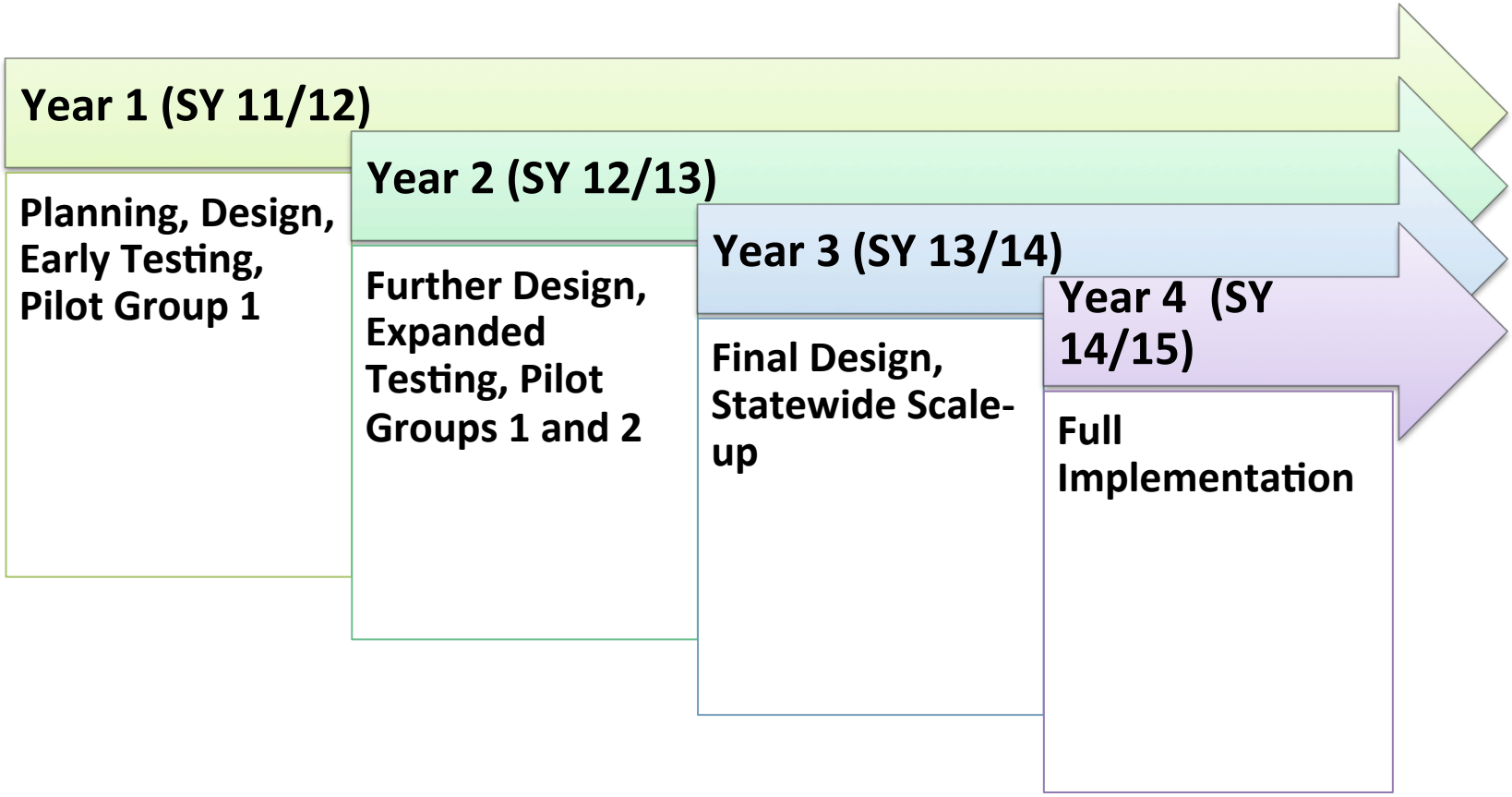
Improved Student Outcomes

What we Teach (Common Core)

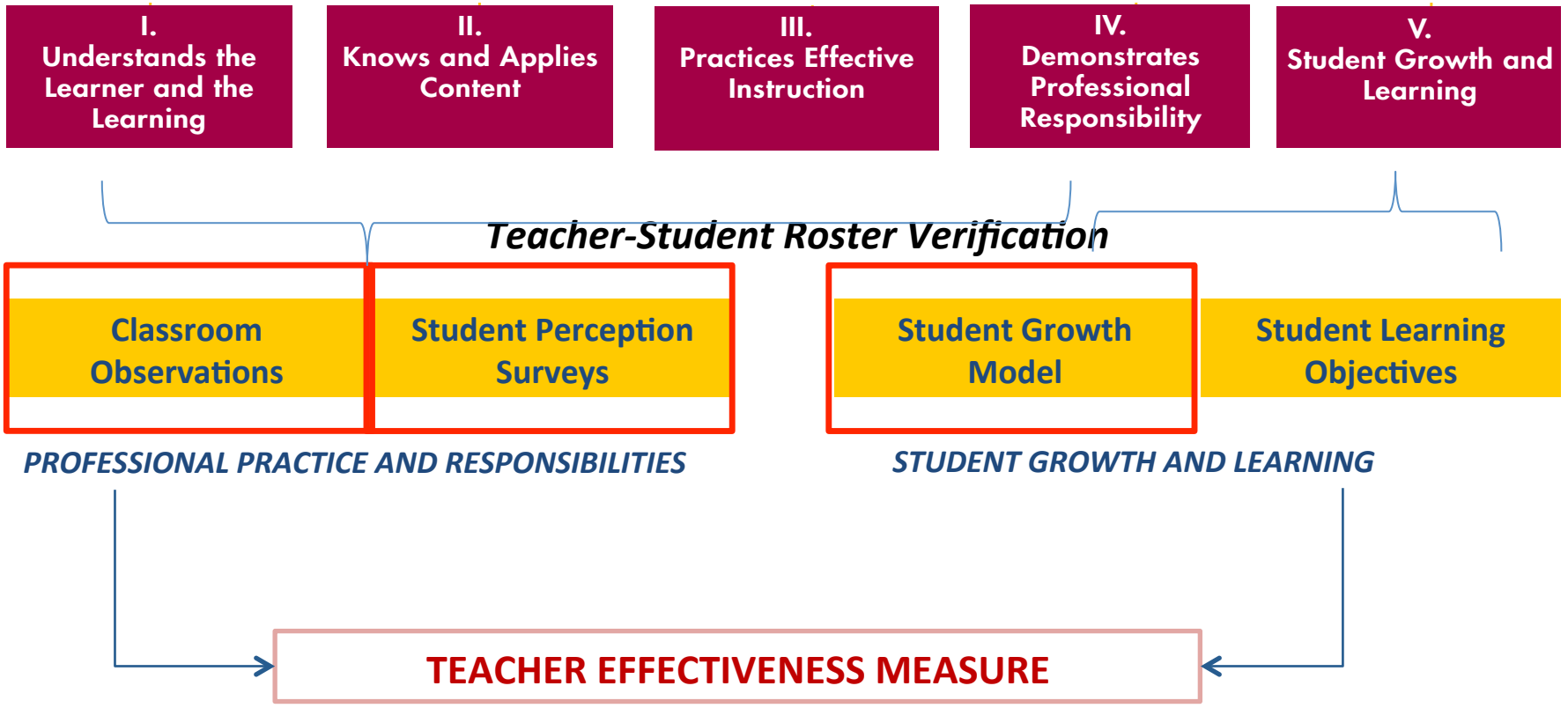
How we Teach (Framework for Teaching)

IMPLEMENTATION TIMELINE

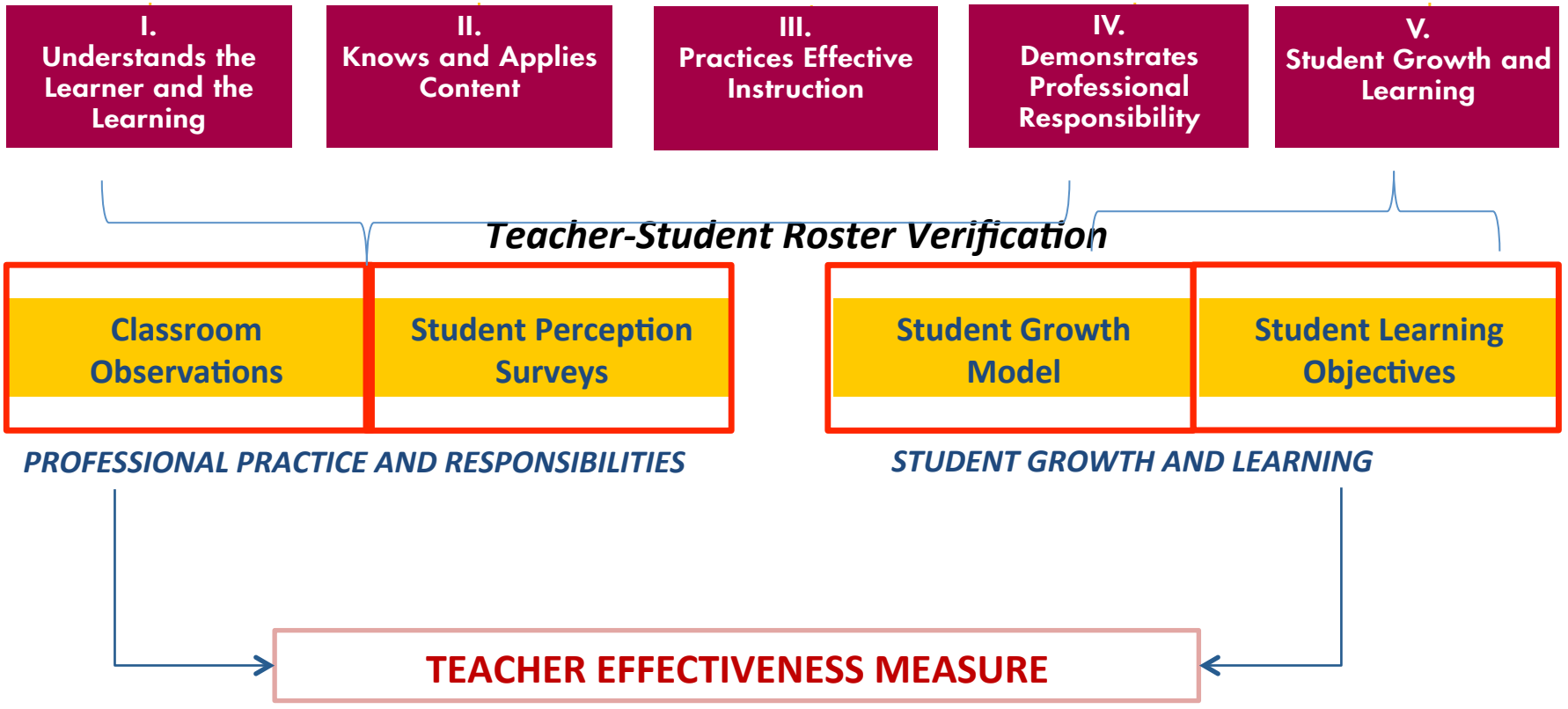
Educator Effectiveness System: Implementation Timeline



What was piloted in SY 2011-12?



What will be piloted in SY 2012-13?



YEAR 2 GOALS

Goals for Pilot Year 2

1. Test and validate the measures within each component of the EES.

2. Understand what and how the new components support opportunities for improving practice

3. Understand potential problems or roadblocks to implementation so that changes can be made.

4. Build capacity of complex area staff, school administrators and leadership teams to support growth and improvement of their teachers.

SY 2012-13 EXPECTATIONS

Expectations for Teachers in the Pilot

Classroom Observations	Each teacher will receive 2 observations per year, 1x in fall and 1x in spring.
Tripod Student Surveys	Each teacher will have students in at least 2 classrooms surveyed, 1 x in fall and 1x in spring
Student Growth Model	Teachers (tested grades/subjects) will receive SGP data for all of their students for informational purposes only.
Student Learning Objectives	Teachers (tested and non tested grades/subjects) in specific schools will pilot SLO process in one specific content area (determined by CAS).
Roster Verification	Teachers in all grades/subjects will complete roster verification at the beginning (Oct) and end of SY (May) using an online tool.

SY 2013-14 EXPECTATIONS

What to Expect in SY 13/14

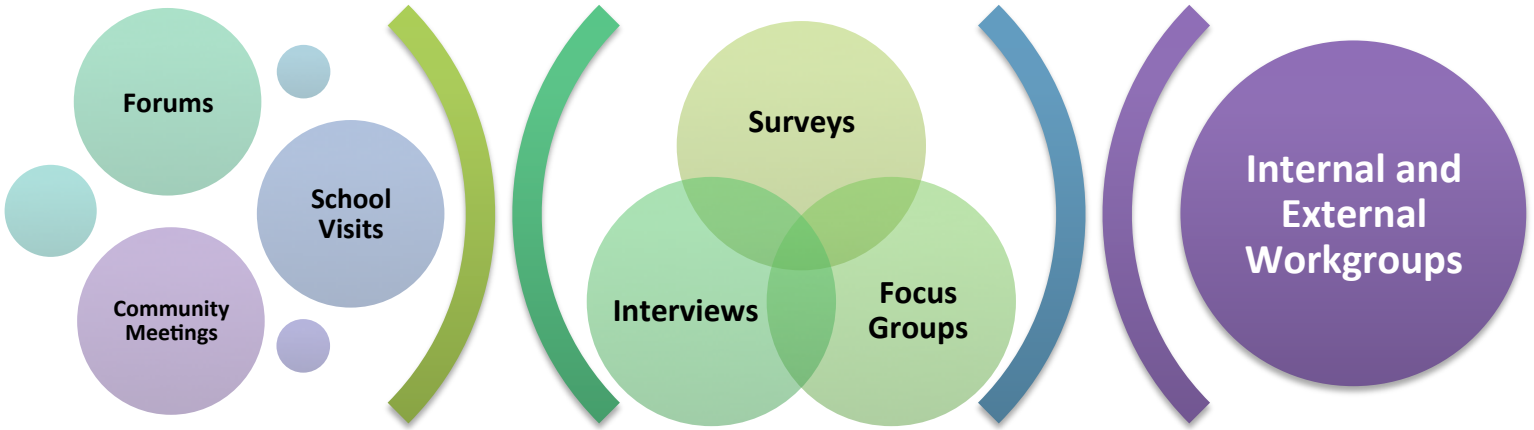
- Statewide implementation of all components in Educator Effectiveness System.

- Effectiveness ratings for all classroom teachers (for informational purposes)

- Final year for making adjustments to model design and required protocols before EES model is officially adopted.

COMMUNICATION AND FEEDBACK

Communication and Feedback



State Leadership Decisions