



# Licensed Educator



# Professional Growth and Evaluation Process

PPS/PAT Joint Training, September 25, 2014 at Marshall Campus

# Our Philosophy



A purposeful change in our past culture and practice -

The focus is no longer on performance evaluation

The focus is, instead, on educators' professional development and growth

# A System for Professional Growth and Evaluation

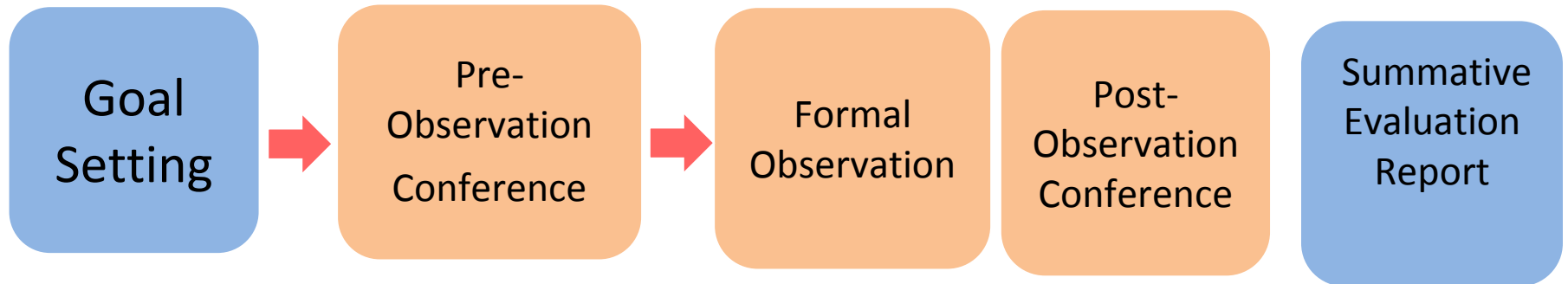


- Clear standards of performance, uniformly applied
- Clear, timely and useful feedback
- No surprises or “gotcha”
- Evidence based
- Ongoing training for both educators and evaluators

# Educator Handbook for Professional Growth and Evaluation, Forms and Resources

- Handbook
  - Describes timelines required by the contract
  - Outlines procedures to be followed by educator and evaluator
  - Provides answers to questions which have repeatedly arisen
- The Evaluation Framework (Appendix A)
- The Evaluation Rubric (Appendix B)
- Forms (Appendix C)
  - These are the only forms to be used during the evaluation process
- Where? PPS Connect > HR > Evaluation Toolkit

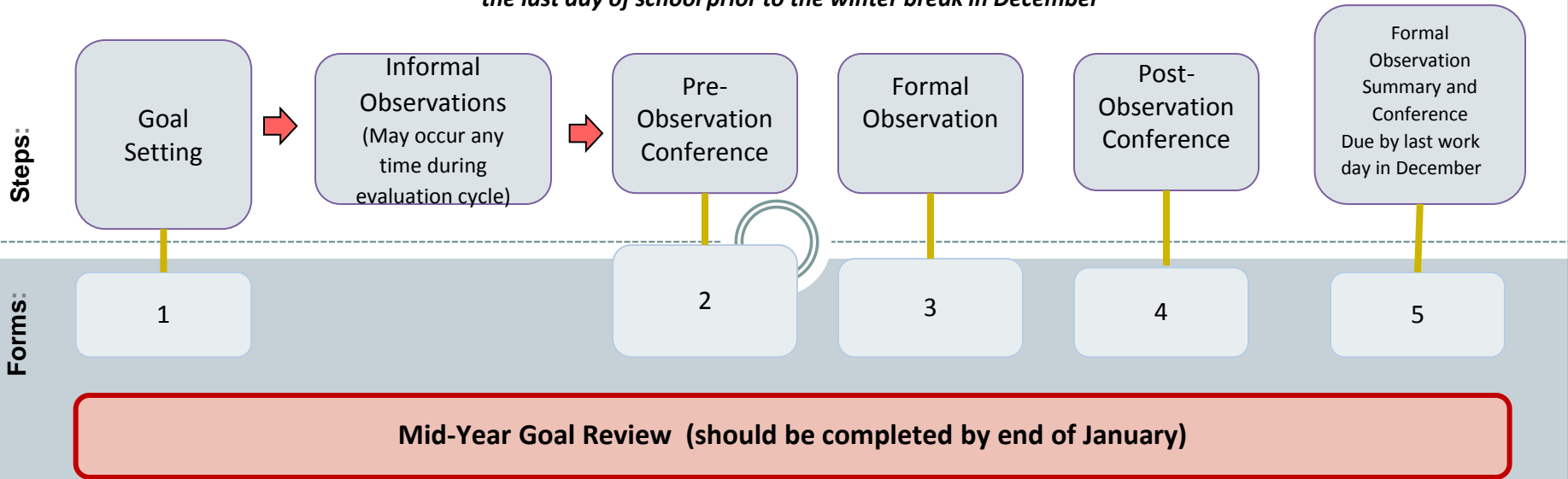
# Core Components of the Evaluation Cycle



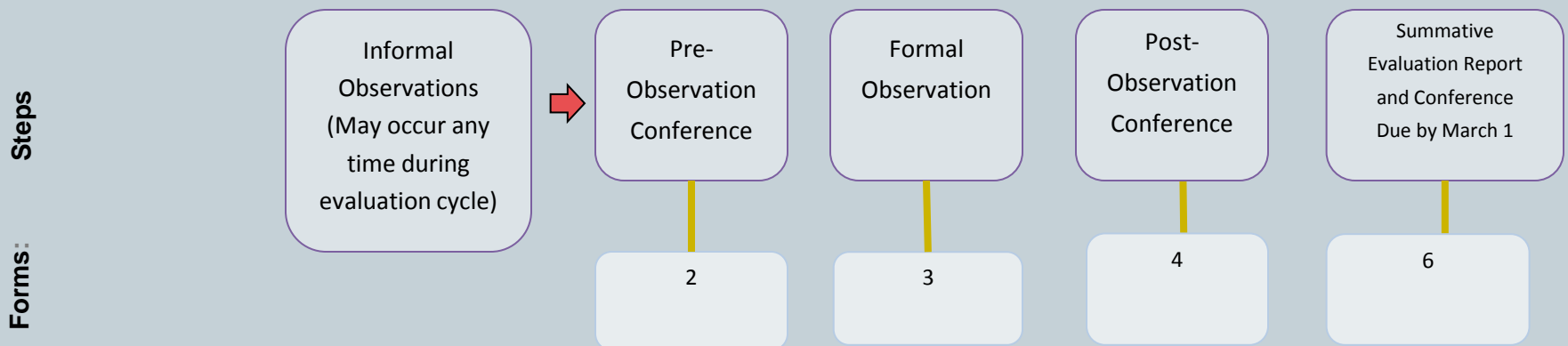
Informal observations occur throughout the Evaluation Cycle

# Annual Probationary Educator Evaluation Cycle

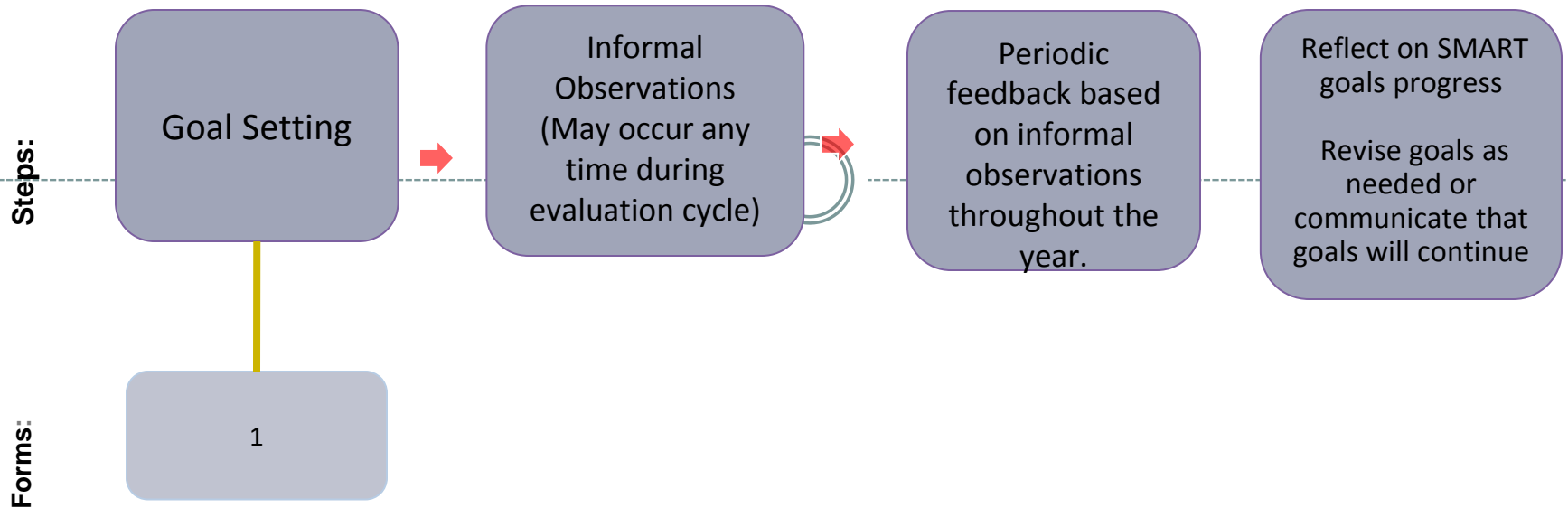
*The first Formal Observation (Forms 1-4) and the Formal Observation Summary (Form 5) must be completed by the last day of school prior to the winter break in December*



*The second Formal Observation (Forms 1-4) and the Summative Evaluation Report (Form 6) must be completed by March 1*

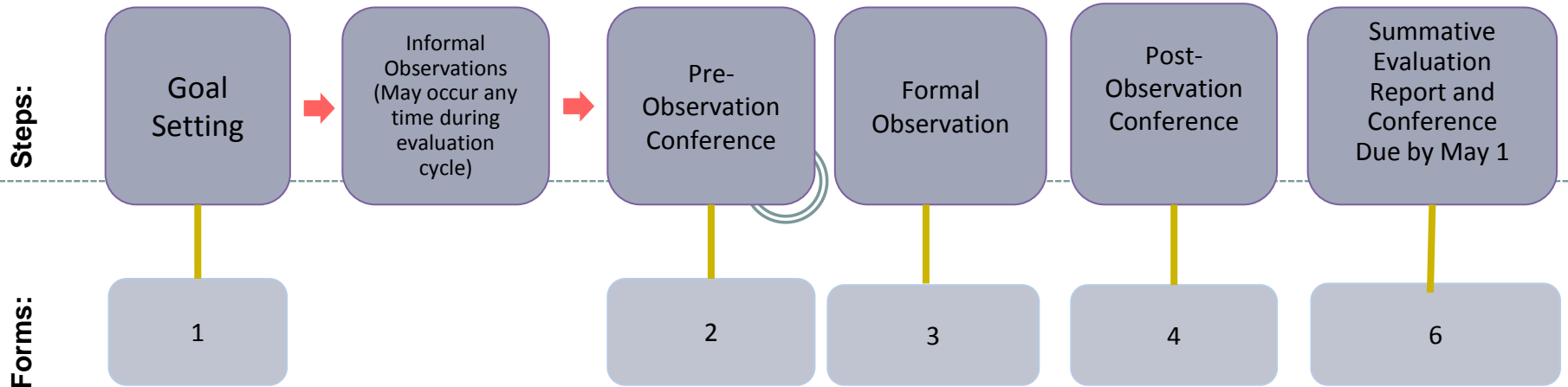


# Contract Educator Two-Year Evaluation Cycle: **Supported Year**



**Mid-Year Goal Review (should be completed by end of January)**

# Contract Educator Two-Year Evaluation Cycle: **Supervised Year**



***The Formal Observation (Forms 1-4 ) and the Summative Evaluation Report (Form 6) must be completed by May 1***



# PROBATIONARY + CONTRACT EDUCATORS

TIMELINE	STEP IN THE EVALUATION CYCLE
<p><b>Prior to <del>September 30</del> October 15</b></p> <p><i>(this year only)</i></p>	<p><b>Review Evaluation Process</b></p> <p>In a staff meeting with all PAT unit members:</p> <ul style="list-style-type: none"> <li>• Reference Handbook</li> <li>• Discuss Framework</li> <li>• Review Process: Timeline; Goal Setting; Forms</li> </ul>
<p><b>Prior to <del>October 15</del> November 1</b></p> <p><i>(this year only)</i></p>	<p><b>Goal Setting Conference</b></p> <ul style="list-style-type: none"> <li>• Educator brings draft of Goal Setting Form</li> <li>• Discuss goals and finalize Goal Setting Form</li> <li>• Schedule formal observation(s) and pre- and post-observation conferences (for probationary educators and contract educators in Supervised Year)</li> </ul>
<p><b>Any time during cycle</b></p>	<p><b>Informal Observations</b></p>

# Student Growth Goals



All Educators must use 2 Measures from Category 2

Category	Types of Measures	Examples include, but not limited to:
1	<b>State or National Standardized Tests</b>	(Category 1 is not applicable in the 2014-2015 school year due to recent changes by the Oregon Department of Education.)
2	<b>Common National, International, Regional, District-Developed Measures</b>  - or -	ACT, ELPA, DRA, DIBELS, easyCBM, MAP, AP, IB, other national measures; or common assessments approved by the district or state as valid, reliable and able to be scored comparably across schools or classrooms;
	<b>School-wide Measures –</b> Everyone in the same grade /content area must use the measure within the school, but not everyone must use the measure as a Student Growth Goal	Student performances, portfolios, projects, work samples, tests, curriculum-based assessments

# District Resources



- PPS-PAT Evaluation Committee
- District Professional Learning Teams
- Teachscape for
  - ✦ Educators
  - ✦ Evaluators
- Office of Teaching and Learning
- Oregon Department of Education

**Thank You!**