Educator Effectiveness System

November 5, 2013

Agenda – Town Hall Meeting

- Community Builder/Video (OPTIONAL)

- Today, we will be presenting an overview of the Educator Effectiveness System.

- After the presentation, you will be asked to break into small groups to explore the components of the new system.

- Your work for the morning will be to generate benefits, challenges, and questions regarding the Educator Effectiveness System.

- Your feedback from these break out sessions will provide the groundwork for the District Educator Effectiveness Committee.

- Toward the end of the morning, we will reconvene to summarize the key information from the session.

Objectives:

- Participants will be able to explain why Pennsylvania developed the Educator Effectiveness System and how it is different from the current system.

- Participants will be able to identify the 4 key components of the Educator Effectiveness System.

- Participants will generate a list of the benefits, challenges and questions related to the new system.

- Participants will summarize the key information.

- Participants will be able to access resources for further information.

Learning Targets

- I can describe to a colleague the differences between the current evaluation system and the new Educator Effectiveness System.

- I can collaborate with colleagues to generate a list of benefits, challenges, and questions related to the new system.

- I can identify resources available to access further information and encourage exploration of key ideas.

Why is there a new evaluation system for Pennsylvania?

- The Pennsylvania Department of Education (PDE) has been working since 2010 to develop an <u>educator effectiveness model</u> that will incorporate those attributes that are most critical to the way teachers, non-teaching professionals, and principals are evaluated.

- Pennsylvania applied for and received a waiver from NCLB based on 3 key areas:
  - Ensuring College and Career Readiness for all students (PA Common Core Standards)
  - Developing recognition and accountability for all public schools (School Performance Profile)
  - Improving and supporting effective classroom instruction and school leadership (<u>Educator Effectiveness System)</u>

Why is there a new evaluation system for Pennsylvania?

• The overarching goal of Pennsylvania's new teacher evaluation system is to improve student achievement by focusing on teacher effectiveness.

• Pennsylvania passed Act 82 of 2012 which includes a new rating system for all school districts, intermediate units and vocational-technical schools.

• Act 82 requires the following to be included in the new rating tool:

- Classroom observation and practice models related to student achievement shall comprise fifty percent (50%) of the overall rating.

- Student Performance shall comprise fifty percent (50%) of the overall rating.

What is different in the new evaluation system?

- The rating form reflects student performance measures and employee observation results.

- Classroom observation and practice models that are related to student achievement shall comprise 50% of the overall rating in each of the following areas:
    - Planning and preparation
    - Classroom environment
    - Instruction
    - Professional responsibilities

- Student Performance shall comprise 50% of the overall rating and shall be based on **multiple measures** of student achievement.

Teacher Effectiveness System in Act 82 of 2012

Teacher Observation & Practice
Effective 2013-14 School Year
Danielson Framework Domains
- 1. Planning and Preparation
- 2. Classroom Environment
- 3. Instruction
- 4. Professional Responsibilities

Building Level Data/School Performance Profile
Effective 2013-14 School Year
Indicators of Academic Achievement
Indicators of Closing the Achievement Gap, All Students
Indicators of Closing the Achievement Gap, Subgroups
Academic Growth PVAAS
Other Academic Indicators
Credit for Advanced Achievement

Teacher Specific Data
PVAAS/Growth 3 Year Rolling Average
1. 2013-14 SY
2. 2014-15 SY
3. 2015-16 SY

Elective Data/Student Learning Objective (SLO)
Optional 2013-14 School Year
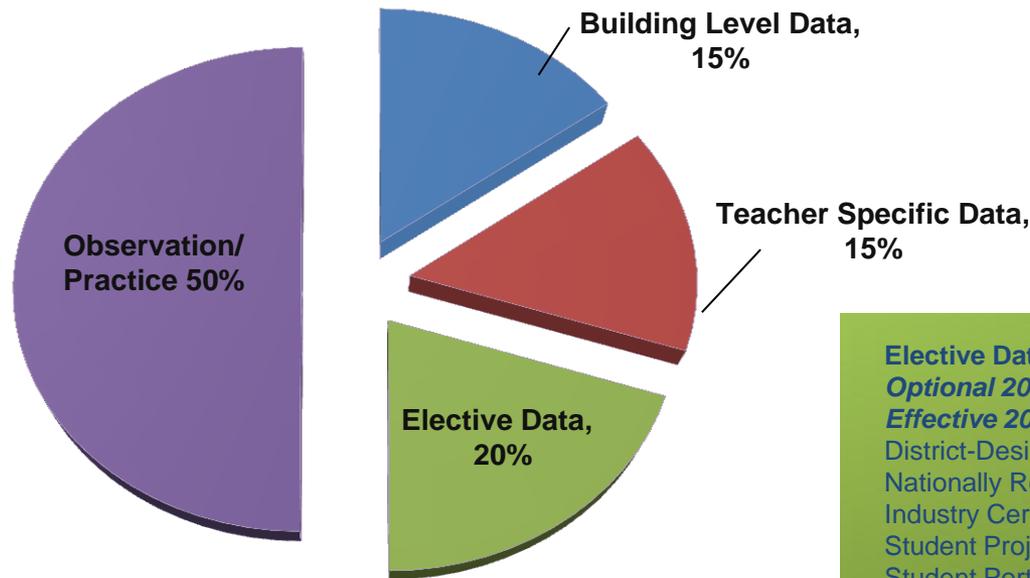*Effective 2014-15 School Year*
District-Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

Building Level Data, 15%

Teacher Specific Data, 15%

Observation/ Practice 50%

Elective Data, 20%

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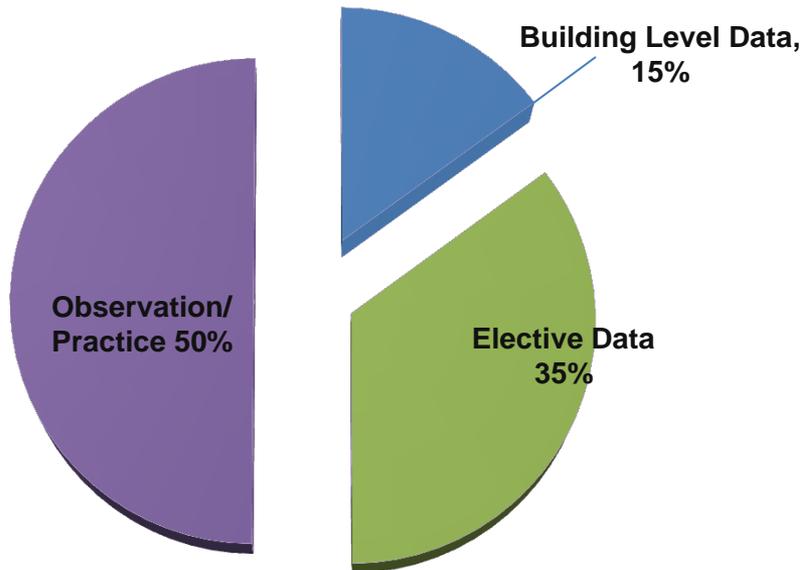Indicators of Academic Achievement
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Building Level Data, 15%

Observation/Practice 50%

Elective Data 35%

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Essential Components of the Educator Effectiveness System

Purple Section –Teacher Observation & Practice (50%)

- The District will begin implementation with the 2014-2015 school year due to the current contract language.

- Based on the Danielson Framework and includes a rating in each domain:

  » Planning and Preparation – 20%

  » Classroom Environment- 30%

  » Instruction – 30%

  » Professional Responsibilities – 20%

Essential Components of the Educator Effectiveness System

Blue Section—Building Level Data/School Performance Profile (15%)

- In the District, School Performance Profile data will be part of the evaluation process beginning with the 2014-2015 school year.

- Building Level data will be represented using the academic score determined via the Pennsylvania School Performance Profile.

  - This profile will be provided by PDE and will include data from the following, when applicable:
    - » PSSA/Keystone Exams
    - » Closing the Achievement Gap (All Students and Historically Underperforming Students)
    - » PVAAS Growth Measures
    - » Graduation Rate
    - » Promotion Rate
    - » Attendance Rate
    - » Industry Standards-Based Competency Assessments
    - » SAT/ACT Performance
    - » PSAT/Plan Participation
    - » Advanced Placement Exams

Essential Components of the
Educator Effectiveness System

Red Section- Teacher Specific Data (15%)

- In the District and the State, this data will be included after a teacher has a PVAAS 3 year rolling average.

- PVAAS teacher specific reporting includes teachers providing content-specific instruction in assessed eligible content in the subjects/courses/grades assessed by the PSSA and Keystone exams
    - PSSA reading and mathematics in grades 4-8;
    - PSSA science in grades 4 and 8;
    - PSSA writing in grades 5 and 8;
    - Keystone-related courses—Algebra I, Biology, Literature

- Teachers who may be eligible for a PVAAS score include those teachers who plan the instruction, provide the instruction and assess the effectiveness of the instruction as measured by the PSSA or Keystone.

Essential Components of the Educator Effectiveness System

Green Section – Elective Data/Student Learning Objective

- For teachers with Eligible PVAAS data, this portion will count as 20% of the rating.

- For teachers without Eligible PVAAS data, this portion will count as 35% of the rating.

- The state recommends that the Elective portion of the evaluation be a collaborative effort between the administrator and the classroom teacher. PDE requires the Student Learning Objective (SLO) process follow the one described on the SAS website (www.pdesas.org).

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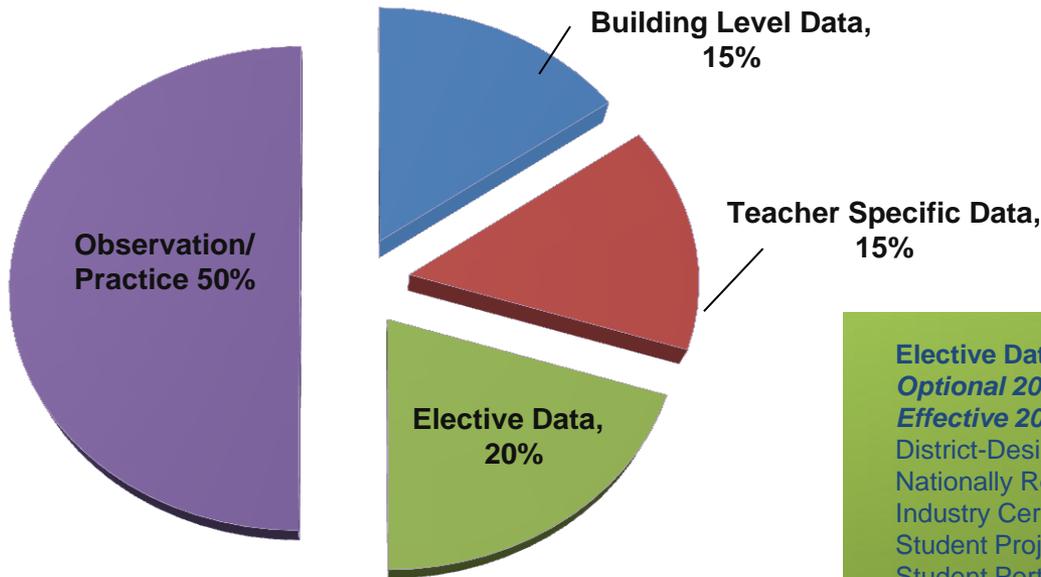Indicators of Closing the Achievement Gap, Subgroups
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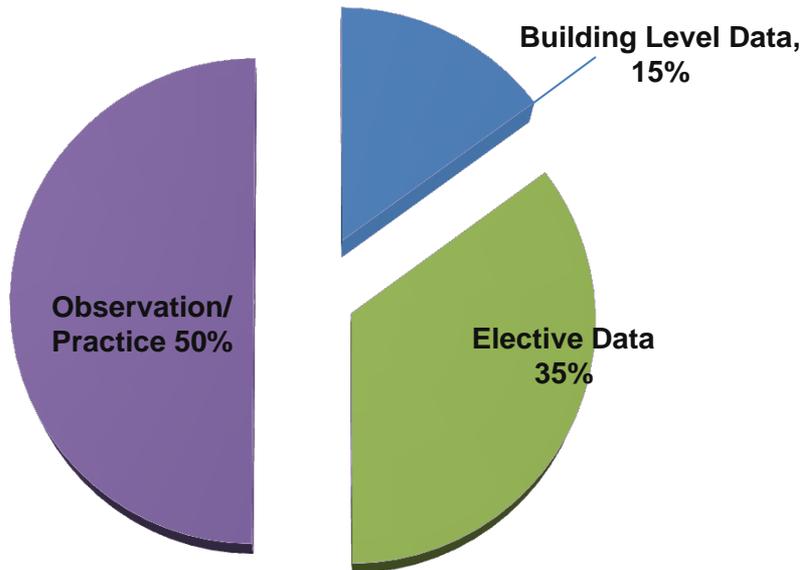Indicators of Academic Achievement
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Domain Rating Assignment – 3 Point Scale

Scoring: An LEA must provide a rating score in each domain. The four teacher observation and practice domains shall be rated and scored on a zero-to-three-point scale. The ratings of Failing, Needs Improvement, Proficient and Distinguished are given numeric values and definitions as shown in Table B.

Table B: Domain Rating Assignment - 3 Point Scale

Performance Rating	Value	Rating Tool Regulation Definition
Failing	0	The employee does not meet the performance expectations required for the position.
Needs Improvement	1	The employee is functioning below proficient for performance expectations required for continued employment.
Proficient	2	The employee's performance consistently reflects practice at a professional level.
Distinguished	3	The employee's performance consistently reflects teaching at the highest level of practice.

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Domain Rating Assignment – 3 Point Scale

Electronic Worksheet for the Classroom Teacher Rating Form

- The purpose of this electronic worksheet is to assist administrators as they implement the new classroom teacher evaluation system in 2014-2015, specifically in completing summative evaluations on the new rating form, PDE 82-1, which was published in the June 22, 2013 *Pennsylvania Bulletin*.

- Use the link below to demonstrate the Classroom Rating Tool as developed by PDE.

http://www.portal.state.pa.us/portal/server.pt/community/educator_effectiveness_project/20903

Summary of Educator Effectiveness System

- Act 82 of 2012 provides for a new rating system that reflects student performance measures and employee observation results.

- The new evaluation system comprises multiple measures of student achievement.

- The system is comprised of 50% classroom observation and practice and 50% student performance.

Summary of Educator Effectiveness System

- There are 4 major components of the system with different implementation timelines:

    - Teacher Observation and Practice
    - Building Level Data/School Performance
    - Teacher Specific Data
    - Elective Data

- The new system includes a new rating tool which provides for a zero-three point scale in each domain.

- Our District is working with a collaborative team to develop, implement and a train all professional employees on all areas of the new evaluation system.

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Resources for additional Information

Educator Effectiveness Project on PDE website

http://www.portal.state.pa.us/portal/server.pt/community/educator_effectiveness_project/20903

Standard Aligned System (SAS) Portal **Teacher Effectiveness**

http://www.pdesas.org/Instruction/Frameworks

Standard Aligned System (SAS) Portal **Student Learning Objectives**

http://www.pdesas.org/Instruction/StudentLearningObjectives/

School Performance Profile

http://paschoolperformance.org/

Pennsylvania Value-Added Assessment -PVAAS

http://www.portal.state.pa.us/portal/server.pt/community/state_assessment_system/20965/pennsylvania_value_added_assessment_system_(pvaas)/1426500

Break Out Sessions

- The District posted for a Teacher Effectiveness Committee.

- The committee is a collaborative one with teachers and administrators.

- This working Committee responsible for developing an implementation plan and training plan for each component of the Educator Effectiveness System:
  - Teacher Observation and Practice
  - Building Level Data
  - Teacher Specific Data
  - Elective Data

- Your discussion during your break out sessions will help to provide feedback for the committee work.