

# Teacher and Principal Evaluation Pilot Framework and Timelines

Webinar  
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Copies of the PowerPoint: <http://www.k12.wa.us/EdLeg/TPEP/default.aspx>

Copies of the webinar will be posted to: <http://www.k12.wa.us/EdLeg/TPEP/default.aspx>

A joint presentation of OSPI, AWSP, WEA & WASA

# The Wisdom of Practice

*“After 30 years of doing such work, I have concluded that classroom teaching...is perhaps the most complex, most challenging, and most demanding, subtle, nuanced, and frightening activity that our species has ever invented...The only time a physician could possibly encounter a situation of comparable complexity would be in the emergency room of a hospital during or after a natural disaster.”*

– Lee Shulman  
Stanford University

# Overview

- Background and Rationale
- New Teacher and Principal Evaluation Criteria
- District/Consortium Team Selection Guidelines
- Funding/Budget- I-Grants
- The Timeline
- Kick-off planning –August 10<sup>th</sup>-11<sup>th</sup>
- Questions? (Please submit questions and we will email applicable responses to the entire distribution list) We will take questions after as time allows

# Background and Rationale

- **Pilot was created in E2SSB 6696 – Race to the Top legislation**
  - Requires OSPI, in collaboration with WEA, WASA, AWSP, and WSPTA, to improve principal and teacher evaluation systems
  - Creates new evaluation criteria for both classroom teachers and principals
  - Requires a four-level rating system
  - Requires OSPI to create a pilot with school districts in the 2010-11 and 2011-12 school year
  - Requires all districts to adopt new systems in the 2013-14 school year
  - It also:
    - Increased the length of the provisional status for new teachers
    - Requires school district to send to OSPI information on the current evaluation systems for all employee groups

# Building Partnerships

- Steering/Advisory Board
  - OSPI, WEA, AWSP, WASA and WAPTA
- OSPI : The collaboration among the partners should be a model for the partnership we hope to build between the pilot, SIG and consortium participating districts.
- This will take work, but we are excited to move forward together as a state.

# District/Site Team Participation

- OSPI outlines guidelines for selecting district teams. These are suggestions only. The final decisions should be made in a collaborative nature within districts by stakeholders.

*Districts may consider an application process*

- Throughout the project districts will be asked to send whole teams (such as the kick-off) or partial teams (principal/teacher leaders) to focused workshops/trainings.

# District Team Selection Process: *OSPI Guidelines*

Districts should build teams of between 6-7 experts from the positions suggested below for the August 10<sup>th</sup>-11<sup>th</sup> Kick Off Meeting.

- Superintendent (1)
- Superintendent Designee (1) (principal evaluator)
- EA President/Designee(1)
- Principal Representatives (2)
- Teacher leader (2)

# Considerations for Selection

## *Principal and Teacher*

- Levels of experience: Elementary & Secondary
- Bargaining experience
- Teacher Leadership experience
- Specialized Areas experience (both in evaluating and teaching)
- Experience/Expertise in Parent & Community Involvement

# District Grant Awards-Budgets

Each district will be required to submit a **preliminary** budget proposal by Friday, July 16<sup>th</sup> using the I-Grant Form Package 529. Final budgets to be determined after August Kick-off meeting.

- Travel for district teams will be the responsibility of the districts by using their grants.
- Meals , meeting space and materials for trainings will be provided by OSPI.
- Grants can be used for:
  - teacher & principal release time
  - professional development tools for teams
  - meeting space and supplies

# Communication Plan Pilot & SIG Districts/Sites

- OSPI will develop a communication plan in collaboration with the pilot/SIG districts to distribute information regarding the process.
- In order to complete this communication
  - **Please send along the names of the contacts for your site. (consider all stakeholders)**

# Communication – Broader Education Community

- Opportunities for learning from other stakeholders, experts, and lessons from other districts/states/countries
- Use of multiple communications models (wikis, blogs, websites, video discussions)

# General Agenda Details for August 10<sup>th</sup>-11<sup>th</sup> Kickoff

- State perspectives and expectations:
  - Teacher & Principal
- National perspective:
  - Best practice/models from other states
  - Lessons learned that can be applied to our Washington State context

Although this is about the issues around evaluation, it signifies a much more critical question for teachers and principals.

- What does good teaching look like?
- Not an easy, “one size fits all” proposition, but instead a deeply complex and critical question requiring teachers and principals be the primary stakeholders in the answer.

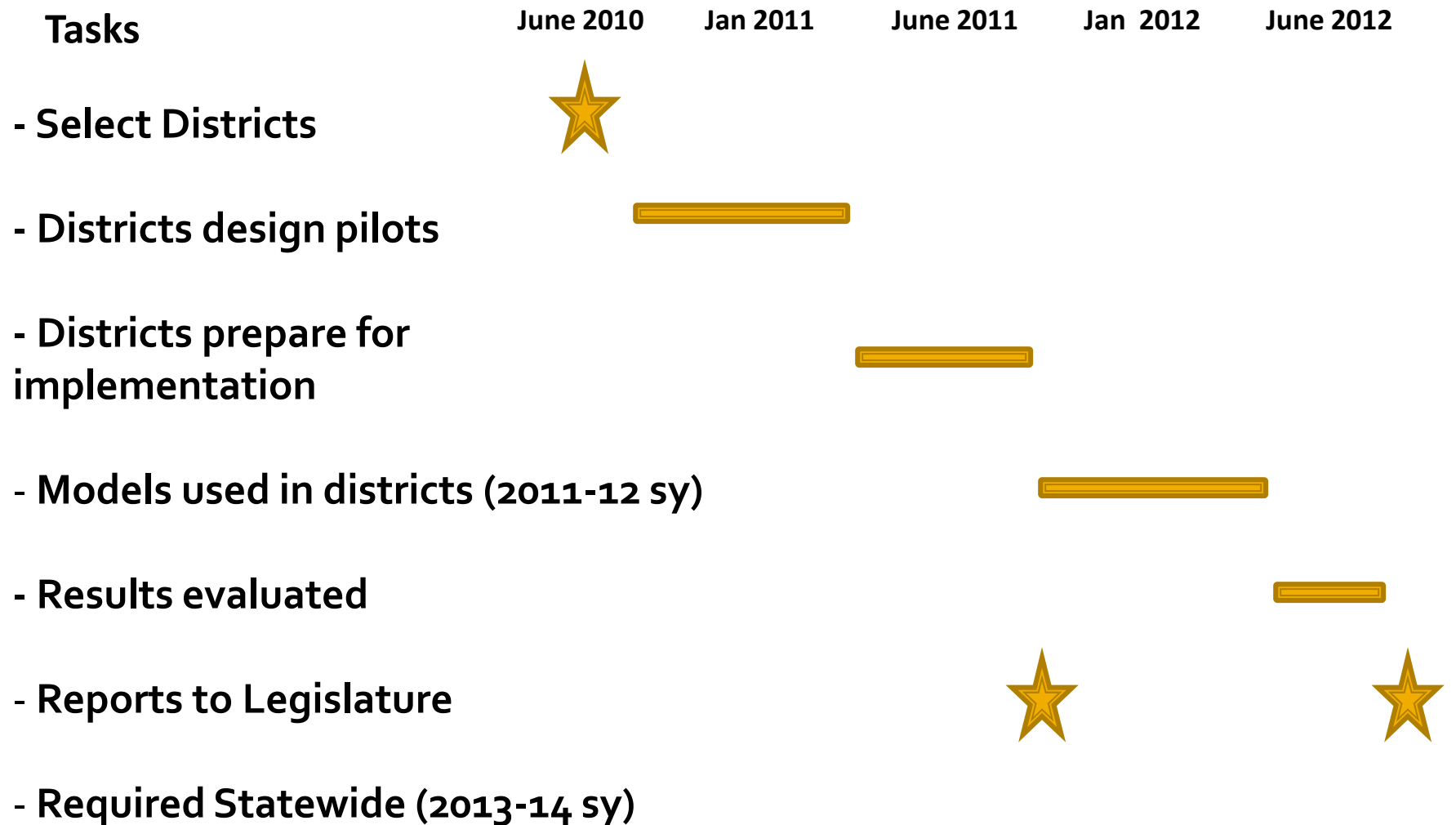
# General Agenda Details for August 10<sup>th</sup>-11<sup>th</sup> Kickoff- *continued*

- District Panels and experts on the following topics:
  - Evaluation Tools, Rubrics and 4-tiered evaluation models
  - Formative tools including successful coaching models
  - Teacher and principal self-assessment tools
  - HR implications and expertise around bargaining
  - Specialized Program evaluation
  - Legal advice and guidelines
- District Team Collaboration Time
- Districts will be given ample time throughout the two-day workshop to discuss and evaluation implications and implementation within their own district/community contexts.

# General Agenda Details for August 10<sup>th</sup>-11<sup>th</sup> Kickoff- *continued*

- Sign-up for Kick-off will be available using the OSPI Events Manager system.
- Event sign-up will begin Friday, July 9<sup>th</sup>.
- Event sign-up will close on Friday, July 23<sup>rd</sup>.
- <https://eds.ospi.k12.wa.us/EventsManager/Public/Calendar.aspx>

# Timeline



# Timeline- 2010-11

## FACE-TO-FACE

- August 10<sup>th</sup>-11<sup>th</sup> 2010 (Federal Way)

Tuesday and Wednesday

- October 21<sup>st</sup>-22<sup>nd</sup> 2010 (Eastside)

Thursday & Friday

- January 20<sup>th</sup> and 21<sup>st</sup> 2011 (Westside)

Thursday & Friday

- March 17<sup>th</sup>, 2011 (Eastside)

Thursday

- May 19<sup>th</sup>-20<sup>th</sup> 2011 (Westside)

Thursday

## K-20 VIDEO CONFERENCE

- Thursday, September 23<sup>rd</sup>, 2010
- Thursday, November 18<sup>th</sup>, 2010
- Thursday, February 17<sup>th</sup>, 2011
- Thursday, April 21<sup>st</sup>, 2011

# Thank You!

- Please use the question pane to use