Orange Thread
From the Board Room to the Classroom

Our System Approach to TPEP
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Demographics:
✓ Pre-K through 12th Grade
✓ 1,539 Students
✓ 50% Poverty
✓ 40% Hispanic/Latino
✓ 94 Certified Teachers
Mission: “To ensure a quality education for each student.”

Improvement of the instructional core is the key variable to improve student achievement.
What Culture Is Needed?

- System Approach
- Common Vision of Powerful Instruction
- Collaborative Culture
- Continuous and Sustainable Improvement for Instruction and Leadership
Cycle of Inquiry

- Understand What Happened
- Start with a Problem of Practice
- Develop a Systems-level Plan & Theory of Action
- Identify Evidence of Progress
- Take Action

(Copland, 2009)
One Dimension at a Time

CEL 5D

- Purpose
- Classroom Environment & Culture
- Assessment for Student Learning
- Student Engagement
- Curriculum and Pedagogy
“Cashmere leaders are making teacher evaluation into a true cycle of inquiry so that it is about teachers’ learning versus compliance. Administrators are learning to connect the content-specific professional development teachers engage with to the evaluation tool so that the actual practice teachers are trying to improve is to the “real” work, not compliance with an evaluation.”

~Anneke Markholdt, Center for Educational Leadership Associate Director
From the District to the Building

Who are we?

Vale Elementary
✓ Pre-K through 4th Grade
✓ 652 Students
✓ 54% Poverty
✓ 44% Hispanic/Latino
✓ 40 Certified Teachers
Where do we start?

CCSS

WA KIDS

SBAC

NextGen Science Standards

CEL 5

TPEP

ELP Standards

Building Goals
Professional Learning Teams

Math

CEL 5

Science

ELA
Professional Learning Teams

Math

Science

ELA

CEL 5D
Integration of Initiatives with TPEP

Math

Science

ELA

CEL 5D

- State 8 Criteria
- Student Growth Goals
- Dispersed Leadership
- Self Reflection
Problem:
Writing instruction lacks a system or routine for recording formative assessment.

Data:
- Grade level teams analyze data
- ELA team digs deeper
- Staff look at Student Growth Goals

Plan of Action:
- PD on conferring
- Instructional Growth Goals
- Student Growth Goals

Evidence of Progress:
- Conferring management system
- Pre/Post Writing
- Differentiated instruction

Take Action:
- 1 Unit
- 6-8 Weeks
Student Growth Goal:
By the end of Unit 2 of the Informational Writing unit, all of my students identified in my subgroup will increase their writing scores in the area of “structure” from a 1 to 3.

Instructional Goal: A4
Conferring with this subgroup of students will provide formative data that will drive my small group instruction.
“The new evaluation system has provided me more beneficial feedback on my instruction since starting my career.”
~ Darla Kenoyer, 28 year Veteran Teacher

“Can I be on a comprehensive evaluation cycle next year? The process has been amazing!”
~ Ann Caples, 24 year Veteran Teacher
Critical Attributes to a Successful Implementation

- **System Wide Approach to Implementation**
- **Professional Learning Teams**
- **Integration of initiatives with TPEP**
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Thank you!