

# Sequim School District



# 3 initiatives - Student Learning Plan

- Math CC
- ELA CC
- Teacher & Principal Evaluation system (SB 5895)
  - Leadership Teams





# How did we get here?



- NCLB – RTTP



- Washington's Waiver

- Common Core
- Evaluation System
- No longer AYP – new system called AMO



# Teacher Evaluation Leadership Team



# Our Role – Leadership Team

- Decision making body, provide the superintendent and negotiating team with recommendations relative to the implementation of the new evaluation system

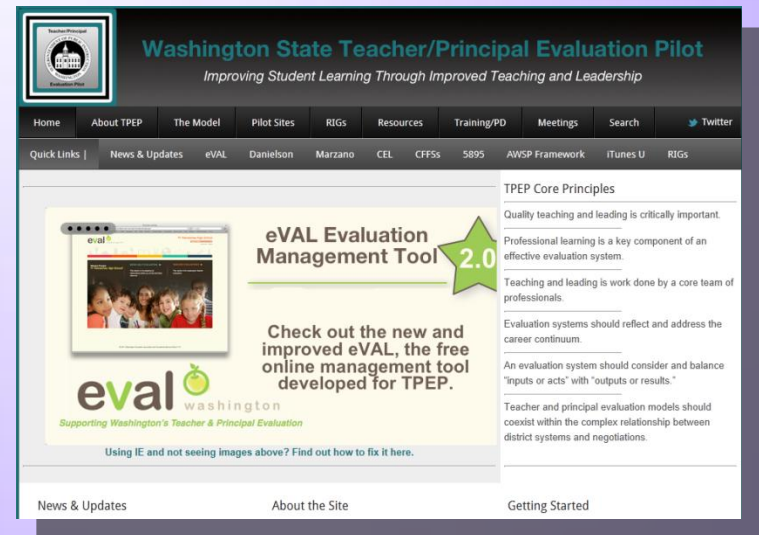


# Instructional model decision

- Input



- Web Link: [tpep-wa.org](http://tpep-wa.org)



# Instructional Model



- Timeline: selection of model...
  - end of October
- Input is important
- Professional development in the model selected
  - Teachers
  - Evaluators
- 2013 – 14 implementation
  - (at a minimum provisional & probationary teachers)



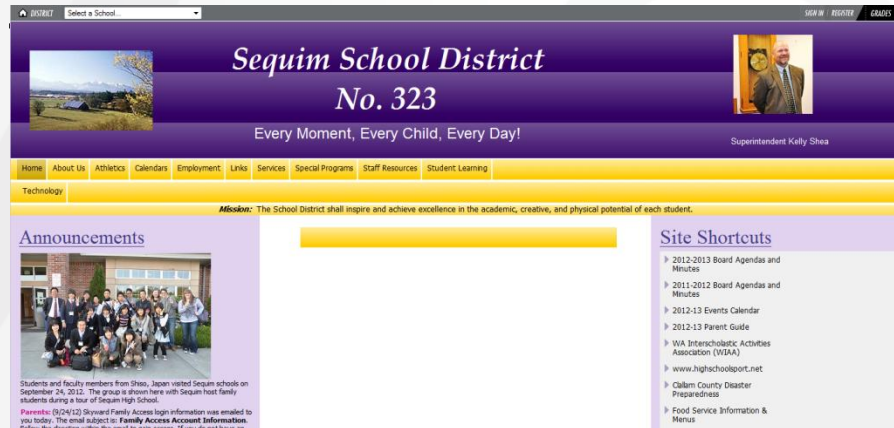
# Communication Plan

Goal: ***Everyone to know, what everyone knows.***

- ✓ Evaluation system highlights during PDM's
- ✓ Link on the district website



in







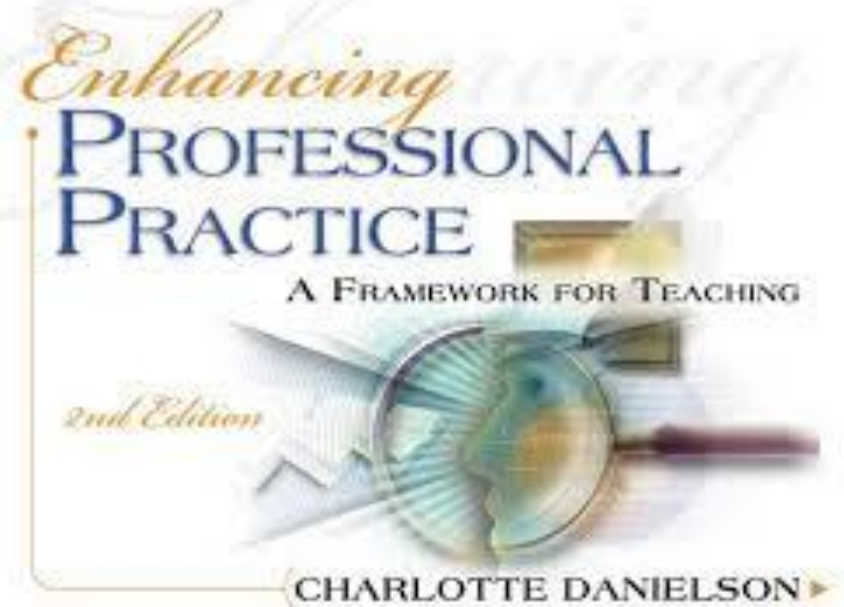
# Instructional model decision Implications



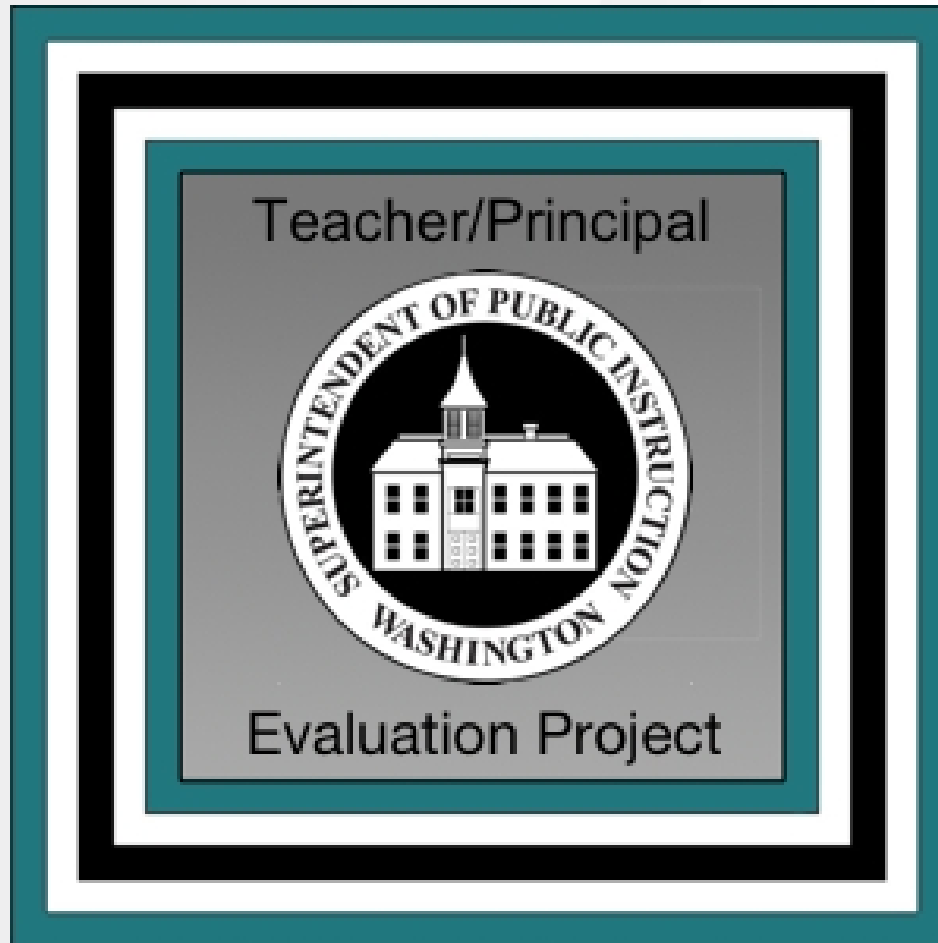
FEATURED SPEAKER

**Charlotte  
Danielson**

Author of the Framework  
for Teaching



# Washington State Teacher and Principal Evaluation Project Update Sequim School District/ 1/28/13







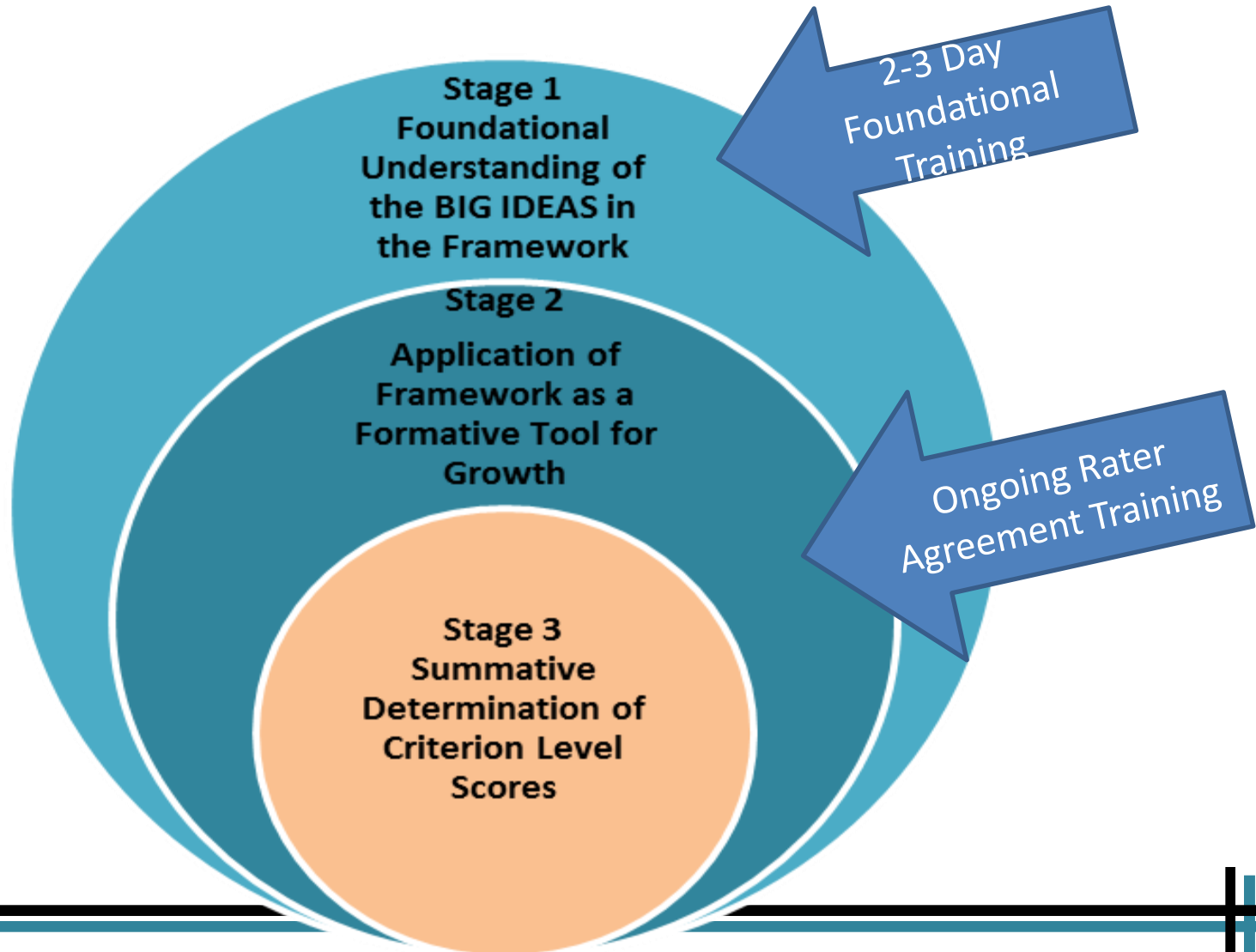
# North Mason

## School District

71 E. Campus Drive | Belfair, WA 98528 | (360) 277-2300



# Stages of Rater Agreement



# The RAW Score Model

Teaching Criteria * Indicate Criterion embedded with student growth rubrics				Overall Criterion Scores
Criterion 1: Centering instruction on high expectations for student achievement				3
Criterion 2: Demonstrating effective teaching practices				4
*Criterion 3: Recognizing individual student learning needs and developing strategies to address those needs				3
Criterion 4: Providing clear and intentional focus on subject matter content and curriculum				2
Criterion 5: Fostering and managing a safe, positive learning environment				3
*Criterion 6: Using multiple student data elements to modify instruction and improve student learning				2
Criterion 7: Communicating and collaborating with parents and school community				3
*Criterion 8: Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning				2
Total Summative Score				22
OSPI Approved Summative Scoring Band				
8-14	15-21	22-28	29-32	
1	2	3	4	
Unsatisfactory	Basic	Proficient	Distinguishe d	

score bands. AS illustrated above, this teacher would receive a *preliminary* overall summative rating of Proficient.







- 2013 -14
- Ready to launch  
100% of staff into the  
system
- Critical decision
- Comprehensive
  - volunteers
  - provisional
- Focus - Criteria 8

# Enhancing Professional Practice

Deepening our  
understanding of the FFT







*Supporting Washington's Teacher & Principal Evaluation*

**Teacher Annual Evaluation Summary Report**

Teacher's Name: \_\_\_\_\_ School: \_\_\_\_\_  
 Social Security No: \_\_\_\_\_ Date: \_\_\_\_\_

Teacher's Performance Summary			Teacher's Self-Reflection	Teacher's Growth and Development	Teacher's Professional Development
1. Instructional Practice	2. Classroom Management	3. Professionalism	4. Communication	5. Collaboration	6. Leadership
1. Instructional Practice a. Content Knowledge b. Instructional Strategies c. Assessment d. Student Engagement e. Classroom Management f. Professionalism			4. Communication a. Communication with Students b. Communication with Colleagues c. Communication with Parents	5. Collaboration a. Collaboration with Colleagues b. Collaboration with Parents c. Collaboration with Community	6. Leadership a. Leadership in the Classroom b. Leadership in the School c. Leadership in the Community
2. Classroom Management a. Classroom Management b. Classroom Environment c. Classroom Procedures d. Classroom Safety			4. Communication a. Communication with Students b. Communication with Colleagues c. Communication with Parents	5. Collaboration a. Collaboration with Colleagues b. Collaboration with Parents c. Collaboration with Community	6. Leadership a. Leadership in the Classroom b. Leadership in the School c. Leadership in the Community
3. Professionalism a. Professionalism b. Professionalism c. Professionalism			4. Communication a. Communication with Students b. Communication with Colleagues c. Communication with Parents	5. Collaboration a. Collaboration with Colleagues b. Collaboration with Parents c. Collaboration with Community	6. Leadership a. Leadership in the Classroom b. Leadership in the School c. Leadership in the Community
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Teacher's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 School's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Sequim School District

- Implementing the teacher evaluation system
- Mid - Year Check-in

# Sequim School District

- 100% certificated started in the system
- Flexibility in the process provided a clear understanding criterion scoring and SGG
- Continues to evolve & improve
- Focus – professional growth dialogue