



AGOAC Committee
Olympia, WA
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Washington State Teacher-Principal Evaluation

Presented by:
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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



Shifting Thinking

Educator Quality

Educator Effectiveness

Data Access

Utilizing Data for
Improving Instruction

Assessment as Autopsy

Assessment as Diagnostic
Tools to Improve Instruction

Reflection for Improved Individual
Teaching Practice

Reflection for Improved
Collective Teaching Practice



Parts of 6696

- Part 1 – Accountability (including Required Action)
- **Part 2 – Teacher and Principal Evaluation**
- Part 3 – Seattle principal tenure provision
- Part 4 – Prep programs open to non-higher ed providers
- Part 5 – Requires public colleges to offer alt routes
- Part 6 – Requires teacher prep programs to administer a field-based assessment to pre-service candidates
- Part 7 – Authorizes OSPI to provisionally adopt Common Core Standards



Background and Rationale

- **Pilot was created in E2SSB 6696 –**
Requires OSPI, in collaboration with teachers, principals, administrators and parents, 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:
 - Increases the length of the provisional status for new teachers
 - Requires school districts to provide OSPI with information on the current evaluation systems for all employee groups

Timeline



2010-11

Pilot districts develop “models” to use in implementing the new evaluation standards. These models will likely include indicators, rubrics and protocols.

2011-12

The pilot districts will use the new models.

Separate reports to the legislature and governor are due in July 2011 and July 2012.

Superintendent Dorn is charged with analyzing the work of the pilots and choosing one or more of the models to recommend to the Legislature.

2012-13

All districts will do the preparation work needed to use the new models.

2013-14

All districts will use the new models as the basis for evaluating their teachers and principals.



TPEP Steering Committee Organizations

- Office of the Superintendent of Public Instruction
- Governor's Office
- Washington Education Association
- Association of Washington School Principals
- Washington Association of School Administrators
- Washington State Parent Teacher Association

Criteria Changes in Teacher and Principal Evaluation Legislation – E2SSB 6696

Current Teacher Evaluation Criteria	New Teacher Evaluation Criteria
<ol style="list-style-type: none"> 1. Instructional Skill 2. Classroom Management 3. Professional Preparation and Scholarship 4. Effort Toward Improvement When Needed 5. Handling of Student Discipline and Attendant Problems 6. Interest in Teaching Pupils 7. Knowledge of Subject Matter 	<ol style="list-style-type: none"> 1. Centering instruction on high expectations for student achievement 2. Demonstrating effective teaching practices 3. Recognizing individual student learning needs and developing strategies to address those needs 4. Providing clear and intentional focus on subject matter content and curriculum 5. Fostering and managing a safe, positive learning environment 6. Using multiple student data elements to modify instruction and improve student learning 7. Communicating with parents and school community 8. Exhibiting collaborative and collegial practices focus on improving instructional practice and student learning
Current Principal Evaluation Criteria	New Principal Evaluation Criteria
<ol style="list-style-type: none"> 1. Knowledge of, experience in and training in recognizing good professional performance, capabilities and development 2. School administration and management 3. School finance 4. Professional preparation and scholarship 5. Effort toward improvement when needed 6. Interest in pupils, employees, patrons and subjects taught in school 7. Leadership 8. Ability and performance of evaluation of school personnel 	<ol style="list-style-type: none"> 1. Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff 2. Providing for school safety 3. Leads development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements 4. Assisting instructional staff with alignment of curriculum, instruction and assessment with state and local district learning goals 5. Monitoring, assisting and evaluating effective instruction and assessment practices 6. Managing both staff and fiscal resources to support student achievement and legal responsibilities 7. Partnering with the school community to promote student learning 8. Demonstrating commitment to closing the achievement gap



District Planning Framework for Teacher-Principal Evaluation Project

1. Evaluation System Criteria and Model Development
2. Data Infrastructure
3. Professional Development
4. Stakeholder Engagement
5. Communication Plan
6. Assessing Evaluation System



E2SSB 6696 Description of “Model”

You
are
here

- Collaborative district development workgroup
- Rubric development for evaluation criteria and ratings
- Identification of multiple measures of student growth
- Creation of professional development tools for principals and classroom teachers regarding content of new evaluation system
- Participation in evaluator training
- Evaluation and feedback on new system effectiveness



What's coming up?

January Planning

Thursday, January 20th- Eastside (Spokane)

Friday, January 21st – Westside (Federal Way)

- Nationally recognized educator effectiveness expert - Charlotte Danielson
- Whole group and individual district work with Danielson



TPEP Resources

- OSPI TPEP Website:

<http://www.k12.wa.us/EdLeg/TPEP/default.aspx>

- TPEP Website:

<http://tpep-wa.org/>

- TPEP FAQs:

<http://tpep.files.wordpress.com/2010/09/tpep-faqs-sept-2010.pdf>



Questions?

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Thank you!