PA Educator Effectiveness & SFASD Differentiated Supervision Plans

SPRING-FORD AREA SCHOOL DISTRICT

School Board Presentation – June 17, 2013

Dr. David Goodin & Dr. Keith Floyd
To start...Please Think of a Pie

- Not this pie
- But this pie
Tested, Non-Tested, Specialist, & Principals

- For teachers of tested grades/subjects
- For teachers who do not teach tested grades/subjects
- Non-Teaching Professional Employee
- Principal Effectiveness
For teachers of tested grades/subjects:

2013-2014:
• 85% Danielson (determined Spring of 2014)
• 15% Building level data (won't be finalized until Fall of 2014 with 2013-2014 data)

2014-2015:
• 50% Danielson (determined Spring of 2015),
• 15% Building level data (won't be finalized until Fall of 2015 with 2014-2015 data),
• 35% Elective data (determined Spring of 2015)

2015-2016:
• 50% Danielson (determined Spring of 2016),
• 15% Building level data (won't be finalized until Fall of 2016 with 2015-2016 data),
• 15% Teacher-Specific Data (won't be finalized until Fall of 2016),
• 20% Elective data (determined Spring of 2016)
Teacher Effectiveness System in Act 82 of 2012

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

School Building Data
*Effective 2013-14 SY*
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

Observation/Practice, 50%

Teacher Specific Data
PVAAS / Growth 3 Year Rolling Average
1. 2013-14 SY
2. 2014-15 SY
3. 2015-16 SY
Other data as provided in Act 82

School Building Data, 15%

Elective Data/SLOs
*Optional 2013-14 SY*
*Effective 2014-15 SY*
District-Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements

Elective Data, 20%

Teacher Specific Data, 15%
For teachers who do not teach tested grades/subjects:

**2013-2014:**
- 85% Danielson (determined Spring of 2014),
- 15% Building level data (won't be finalized until Fall of 2014 with 2013-2014 data)

**2014-2015:**
- 50% Danielson (determined Spring of 2015),
- 15% Building level data (won't be finalized until Fall of 2015 with 2014-2015 data),
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Teacher Effectiveness System in Act 82 of 2012

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

**Building Level Data**
*Effective 2013-14 SY*
- 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

**Elective Data/SLOs**
*Optional 2013-14 SY*
- District-Designed Measures and Examinations
- Nationally Recognized Standardized Tests
- Industry Certification Examinations
- Student Projects Pursuant to Local Requirements
- Student Portfolios Pursuant to Local Requirements

**Observation/Practice, 50%**

**Elective Data, 35%**

**Building Level Data, 15%**
Measuring Educator Effectiveness

Which Tested Courses/Subjects?

• PSSA: With/Without Accommodations
  – Grades 4-8: Reading and Math
  – Grades 4 & 8: Science
  – Grades 5 & 8: Writing
  • Future: Transition into ELA Assessment

• Keystone Exams: With/Without Accommodations
  – Algebra I
  – Literature
  – Biology
Non-Teaching Professional Employee Effectiveness System in Act 82 of 2012

Effective 2014-15 SY

Observation & Practice
Danielson Framework Domains
1. Planning and Preparation
2. Educational Environment
3. Delivery of Service
4. Professional Development

Student Performance of All Students in the School Building in which the Nonteaching Professional Employee is Employed
- District-Designed Measures and Examinations
- Nationally Recognized Standardized Tests
- Industry Certification Examinations
- Student Projects Pursuant to Local Requirements
- Student Portfolios Pursuant to Local Requirements
Principal Effectiveness System in Act 82 of 2012
Effective 2014-2015 SY

Observation/ Evidence Domains
1. Strategic/Cultural Leadership
2. Systems Leadership
3. Leadership for Learning
4. Professional and Community Leadership

Building Level Data
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

Correlation Data Based on Teacher Level Measures
PVAAS

Elective Data/SLOs
District-Designed Measures and Examinations
Nationally Recognized Standardized Tests
Industry Certification Examinations
Student Projects Pursuant to Local Requirements
Student Portfolios Pursuant to Local Requirements
Differentiated Supervision
Differentiated Supervision

PDE supports differentiated supervision as part of a LEA’s **supervision** system.

- Acknowledges the time commitment for the formal observation process;
- Acknowledges the various levels of experiences of teachers;
- Acknowledges the importance of collaboration for continued professional growth
Differentiated Supervision

• PDE has developed guidelines to assist LEAs.

• PDE guidelines will require that a model leads to increased teacher effectiveness and increased student achievement.

• PDE guidelines will require professional staff to cycle back into the formal observation mode.
Measuring Educator Effectiveness

Tom Corbett, Governor    ▪    Ronald Tomalis, Secretary of Education

www.education.state.pa.us

SFASD
Overview

• Philosophy

• 3 Strands (3 Packets)
  – Formal Observation
  – Action Research/Self-Directed
  – Peer Coaching

• Timelines
Measuring Educator Effectiveness

- Tom Corbett, Governor
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Regulatory Process
Educator Effectiveness Rating Tool

Act 82-2012

24 P.S. § 11-1123. Rating system.
Statutory Deadlines for Publication of Rating Tools for Three Professional Areas

• June 30, 2013 - Classroom Teachers

• June 30, 2014 - Principals, Assistant Principals, Vice Principals, Directors of Vocational Education

• June 30, 2014 - Nonteaching professional employees, Education Specialists
Questions & Answers