

# 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*

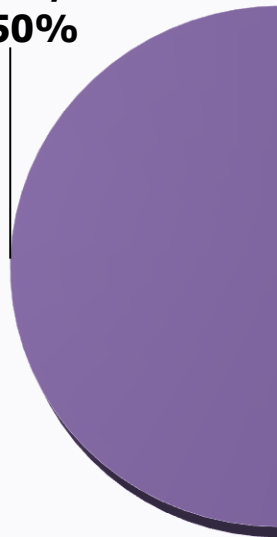
- Danielson Framework Domains
1. Planning and Preparation
  2. Classroom Environment
  3. Instruction
  4. Professional Responsibilities

### 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%



School Building  
Data, 15%

Teacher Specific  
Data, 15%

Elective  
Data, 20%

### 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

### 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

## **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),
- 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),
- 35% Elective data (determined Spring of 2016)

## Teacher Effectiveness System in Act 82 of 2012

### Teacher Observation & Practice *Effective 2013-14*

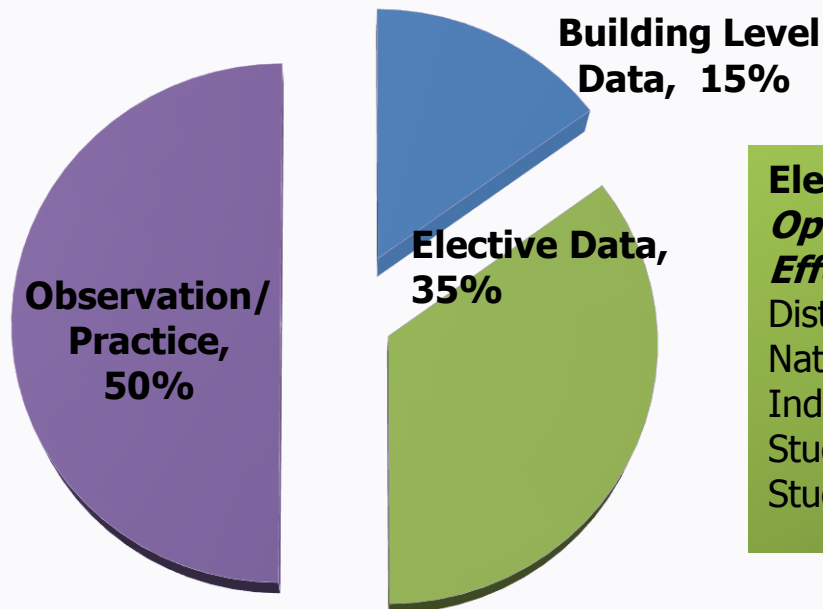
Danielson Framework Domains

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*

*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

## 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*

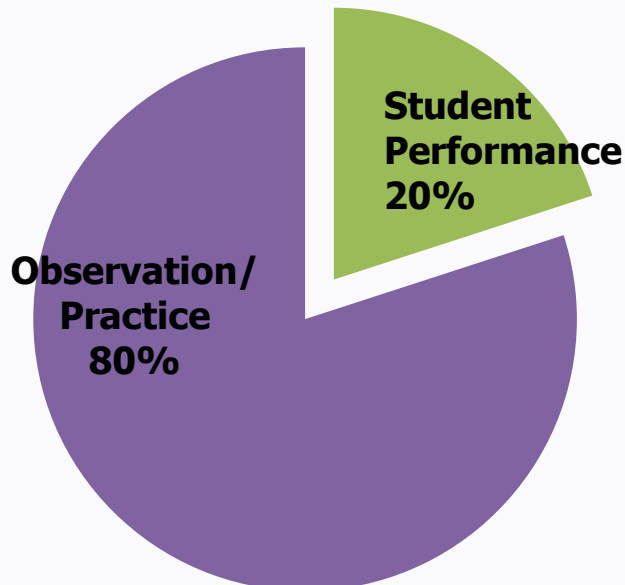
### Observation & Practice

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*

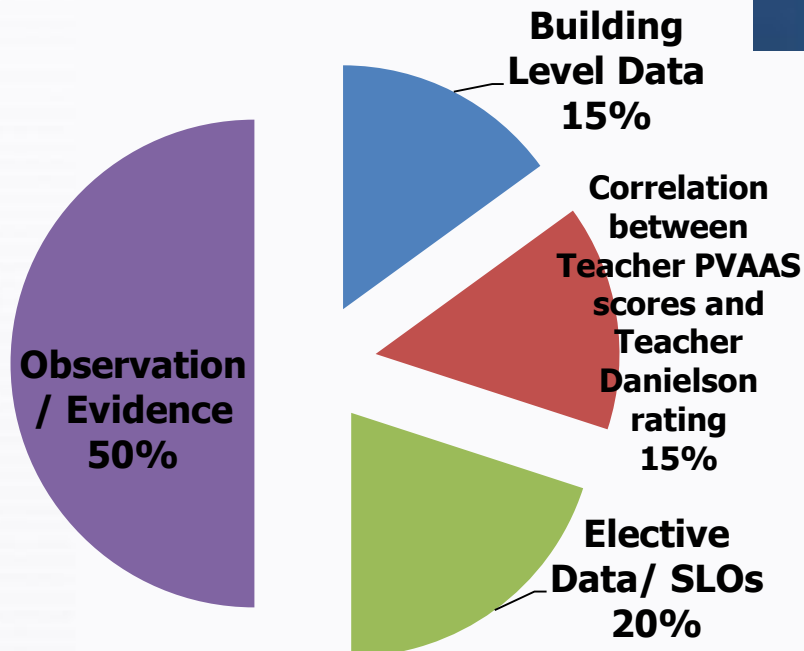
### Observation/ Evidence

#### 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

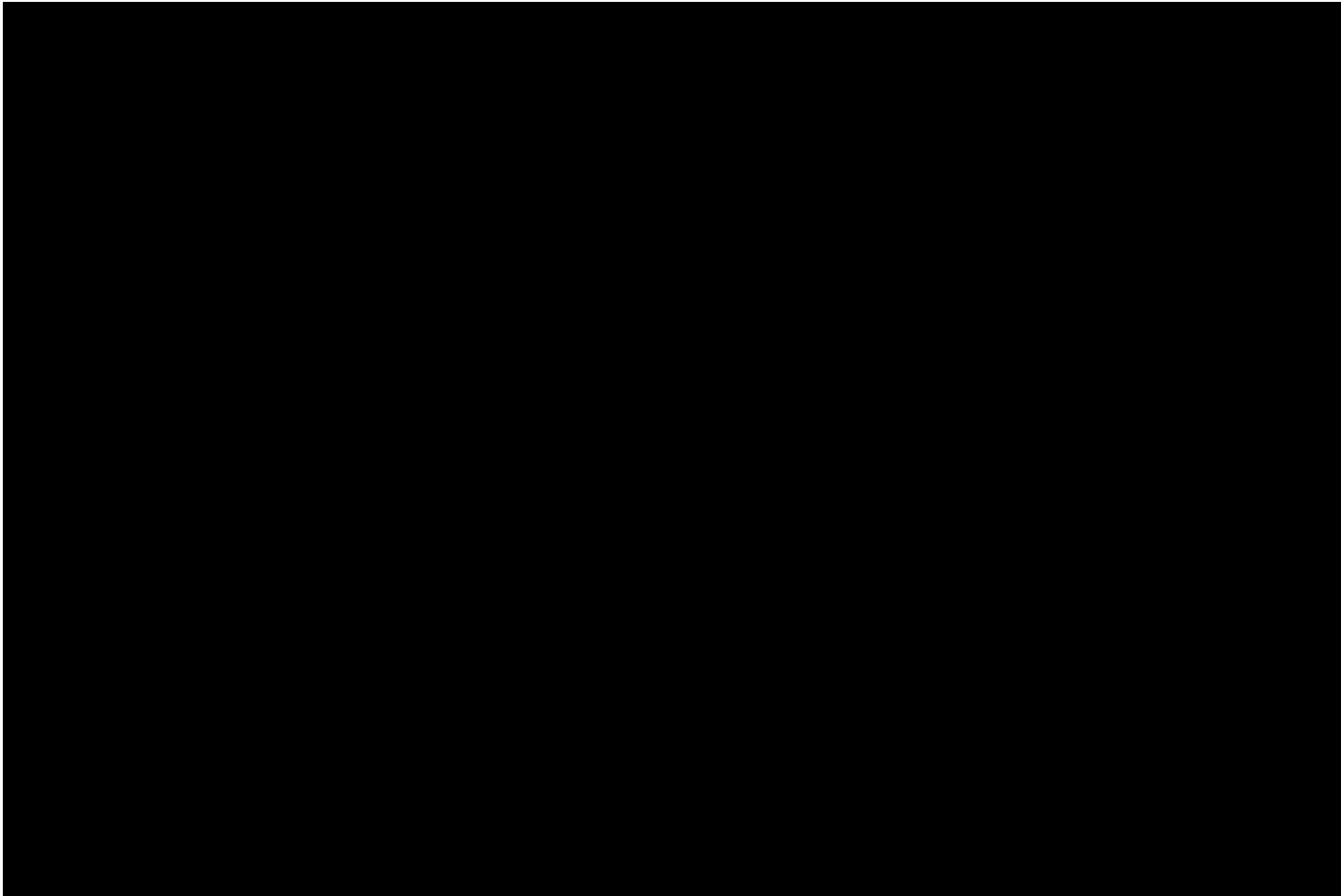
PDE supports differentiated supervision as part of a LEA's **supervision** system.

- 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.

## SFASD



## Overview

- Philosophy
- 3 Strands (3 Packets)
  - Formal Observation
  - Action Research/Self-Directed
  - Peer Coaching
- Timelines

## 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

