BSSD Evaluation
2016-17

WHAT WILL BE USED

- Marzano’s Art and Science of Teaching
- I-Observation
- Staff (Developed/Maintained) Growth Plans
- Observer Directed Growth Plans
- Plan Of Improvement

Marzano’s Art and Science of Teaching

- Four Domains
- Domain 1 -- Classroom Strategies and Behaviors (9 Design Questions -- 41 Elements)
- Domain 2 -- Planning and Preparing (5 Design Questions -- 8 Elements)
- Domain 3 -- Reflecting on Teaching (2 Design Questions – 5 Elements)
- Domain 4 -- Collegiality and Professionalism (3 Design Questions – 6 Elements)
Domain 1 -- Classroom Strategies and Behaviors

- Divided Into 3 Lesson Segments
  - Segment 1 – Involving Routine Events (DQ 1 and DQ 6)
  - Segment 2 – Addressing Content (DQ 2, DQ 3, and DQ 4)
  - Segment 3 – Enacted On The Spot (DQ 5, DQ 7, DQ 8 and DQ 9)

Involving Routine Events

DQ 1 -- Communicating Learning Goals and Feedback
DQ 6 – Establishing Rules and Procedures

Addressing Content

DQ 2 – Helping Students Interact With New Knowledge
DQ 3 – Helping Students Practice and Deepen New Knowledge
DQ 4 – Helping Students Generate and Test Hypotheses
Enacted On the Spot
DQ 5 – Engaging Students
DQ 7 – Recognizing Adherence to Rules and Procedures
DQ 8 – Establishing and Maintaining Effective Relationships with Students
DQ 9 – Communicating High Expectations for All Students

Domain 2 – Planning and Preparing
• Divided Into 5 Design Questions
  – Planning and Preparing for Lessons and Units
  – Planning and Preparing for Use of Resources and Technology
  – Planning and Preparing for the Needs of English Language Learners
  – Planning and Preparing for the Needs of Students Receiving Special Education
  – Planning and Preparing for the Needs of Students Who Lack Support for Schooling

Domain 3 – Reflecting on Teaching
• Divided into 2 Design Questions
  – Evaluating Personal Performance
  – Developing and Implementing a Professional Growth Plan
Domain 4 – Collegiality and Professionalism

• Divided Into 3 Design Questions
  – Promoting a Positive Environment
  – Promoting Exchange of Ideas and Strategies
  – Promoting District and School Development

EVALUATIONS

• Minimum of 2 per year
• Must follow adopted time lines for primary evaluations
• More evaluations may be performed if it is deemed necessary

TIMELINE of EVALUATION

• September 30th – Growth Plans Completed
• November 15th – First Evaluation Completed
• February 15th – Second Evaluation Completed
Observations Per Evaluation Period

• There will be a “minimum” of 6 observations per evaluation timeframe. They can be any combination of walkthrough and informal observations.
• Each evaluation Period must contain, at a “minimum”, one informal observation.

Observation Types

• Walkthrough – 5 to 10 minutes in length and will be unannounced observations.
• Informal – full Lesson or class period and will be unannounced observations.
• Formal – As requested by Staff Member and will be mutually planned for by the staff member and the observer. (Will not count towards evaluation)

OBSERVATIONS

• Observations will be documented electronically and automatically emailed to the person being observed.
• Scoring on the observation will be done using the scale score section of each element.
• Scale scores will be determined by the evidences observed during the classroom visit.
• Staff are given the opportunity to and are recommended to respond to each observation in the electronic form sent to them.
Observations (cont.)

- Both administrators and staff members are highly recommended to hold conferences as needed for each observation.
- Administrators are required to hold conferences prior to requiring an observer directed growth plan.
- Conferences and an observer directed growth plan are required before staff will be placed on a plan of improvement.

Scoring of the 2 Evaluations

- The 1st evaluation will be a combination of all scores on observations done during the first evaluation timeframe
- The 2nd evaluation will be a combination of all observations conducted during the year

Evaluation Score Weighting

- Scoring in the evaluation will be a combination of weighted percentages assigned to each of the Domains
- Domain one will be weighted at 70% of the score
- Domain 2 will be weighted at 15% of the score
- Domain 3 will be weighted at 5% of the score
- Domain 4 will be weighted at 10% of the score
EVALUATIONS

• Evaluations will be developed using the I-Observation’s automatic calculation process.
• Scores from all observations are conjunctively compiled using the weighted percentages for each of the domains.
• Anyone scoring 1.5 or less at the end of the evaluation period will be placed on an Observer Generated Growth Plan will be placed on a plan of Improvement.

Observer Directed Plan of Growth

• Used when staff observations show little or no growth or they score less than 1.5 on the first evaluation cycle
• Will be developed by staff member and observer collaboratively using the I-Observation growth plan instrument.
• Will focus on no more than 3 elements of concern.
• Will be implemented for a minimum of 20 work days.
• Will be used prior to Plan of Improvement being implemented.

Plan of Improvement

• Score of 1.5 or less on evaluation
• Only after the Observer Directed Growth Plan has been completed
• 90 days duration unless mutually agreed upon
• Observed at least once every 20 days during plan implementation
QUESTIONS
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