



# **Arkansas Teacher Evaluation System**

**CIV**

**February 15, 2011**



## **History:**

Task Force Established Summer 2009  
(35 members)

Strong Partnership with Teachers, Administrators  
and Stakeholders in this Process

Charlotte Danielson, Consultant,  
*A Framework for Teaching, 2007*

**Pilot Sites:** Pocahontas School District  
Magnolia High School  
Lee County High School  
Jonesboro High + Middle Schools



## An Evaluation System: (not merely a Form)

Standards Based on the *Frameworks*

Rubric with Levels of Performance:

- Unsatisfactory
- Basic,
- Proficient,
- Distinguished

Recommended Evidence of Student Growth

Cycles: Track 1, Track 2, Track 3

Job Embedded Profession Learning/ PGP

Collect Data from the Rubric: all levels

Ability to Design PD Centered on Needs of the Staff as related to the Evaluation Rubric and Levels of Performance



# Recommended Evidence for Student Growth

Introductory statements:

- Student learning is the foundation of teacher effectiveness.
- Many factors impact student learning, not all of which are under the control of the teacher or even the school (including but not limited to: student attendance, English language proficiency, student transiency)
- Evidence of student learning should not be limited to a single assessment.

Evidence teachers may provide for student growth, include but are not limited to:

- a. Classroom assessments
  - i. Unit tests
  - ii. Samples of Student Work

1. Portfolios
  2. Student writing
  3. Projects
- iii. Pre/Post Assessments
  - iv. Classroom-Based Formative Assessments
- b. District Level Assessments
    - i. Formative Assessments
    - ii. Grade or subject level
    - iii. Department level
    - iv. Common Assessments
  - c. State Level Assessments
    - i. End of Course Exams (EOC)
    - ii. State Benchmark/ACTAAP
    - iii. Current State Adopted Assessment(s)
    - iv. Career and Technical Assessments
  - d. National Assessments
    - i. AP assessments
    - ii. Norm Reference
    - iii. NAEP
    - iv. ACT /SAT

Please see attached excel Graphic

**Video Clip of Administrators in the Pilot Site**  
**(11 minutes)**

**Video Clip of the Questions and Answer Session (8**  
**minutes)**



## **Strengths:**

- Professional Dialogue with Staff
- Demanded Student Engagement in the Lesson, thus leading to Enhanced Student Learning
- Rubric- Very Prescriptive of what are the Expectations.
- On-Line Video Vignettes to Model What Effective Teaching looks like for Each Domain, Component especially for struggling teacher
- Training



## **Recommendations:**

Begin Now for Fall 2011 Implementation

Front Load Professional Development on:

- Standards (Domain + Components)
- Rubric on the Performance Levels
- Identifying Evidence of Learning
- Cadre of Trainers Model
- Book Study - with Administrators and Teachers

Continuous Training for Administrators must be more than the initial three (3) days. (Summer, Fall, Winter and Spring)

Practice Scripting

Review & Organize Evaluation Forms for Clarity in Use



## **Recommendations continued:**

Offer or Require Recalibration of Administrators: (To ensure Inter-rater Reliability within Building, across a District and throughout the State.)

Utilize Staff members with Pathwise © Training for Local Training

Videos can be prescriptive for teachers and Support Understanding of what each Component “Looks Like”

Be prepared to Start Small with only one or two Schools in the District the first year.

Goal: Rubric On-Line

- Completion of Forms
- Collection of Data
- Decision on Professional Learning

# **Video Clip of Teachers in the Pilot Site**

**(10 minutes)**



## **Commitment of a School / District / LEA for Implementation**

- Introductory Training
- On-Going Training
- Release Time for Training
- Purchase Book
- Conduct Book Study with Administrators and Staff
- Conduct Pathwise © Training for Veteran Teachers and/or Administrators
- Funding for Video Clips



## **State One Thing from the PILOT that Cannot Change:**

- Integrity of System, PD, Prof. Growth
- Training, Refined and Continued
- Dialogue with Teachers
- Buy-In, Seek 100% Participation



## **Implementation / Phase-In**

### Training:

- May 16-17, 2011 – Training of Trainers (3 per Coop) - ADE has contracted with two trainers from the Charlotte Danielson Group as Leaders
- Beginning Summer 2011, Coops will Train Administrators for the Local School District Administrators
- Beginning Summer 2011, School District Administrators will Train the Teachers on the Domains / Components, Rubric, and Evidence of Student Engagement and Learning



## **Implementation / Phase-In - continued**

ADE has shared with the Coop Teacher Center Coordinators (TCC) a list of LEAs who expressed an interest

Coops will select the Schools/Districts who elect to implement the New AR Teacher Evaluation System in the next three years:

Phase I - 2011-12

Phase II - 2012-13

Phase III - 2013-14



## **Avoid These Obstacles:**

Don't Rush, Be willing to Phase it in Locally

Ensure Everyone is Properly Trained

Administrators Know that it Takes Time to Perfect

A Process Not an Event



# Thank You!

Talking Points and Video Clips will be on the ADE website by the end of the week.

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## Questions?