

South Dakota's Timeline: ESEA Flexibility Waiver Principle 3

2013

January

- Commission on Teaching and Learning, a joint effort of the South Dakota Department of Education (SD DOE), the South Dakota Education Association, and other education associations, established
 - Task: Continue the work begun by SD DOE-led Teacher and Principal Evaluation Work Groups in the summer of 2012
 - Final result: Guidelines for teacher and principal evaluation and support systems
 - Reflective of four levels of performance
 - Incorporating student growth as significant factor
 - Work completed by April 2013
- Governor's proposed FY 14 budget includes funds to provide every public school district with Teachscape license/software and training
 - Teachscape empowers educators to systematically improve teaching practice and to accelerate their professional growth; endorsed by Charlotte Danielson
 - License/software and training is ongoing – meeting the need for long-term, readily accessible training for evaluators
- *Introduction to South Dakota Professional Teaching Standards: The Danielson Framework* offered online via University of South Dakota
 - Course participants gain familiarity with Framework, discuss levels of performance, practice first steps of collecting and sorting evidence
 - Appropriate for administrators responsible for teacher evaluation, as well as teachers
 - Administrators who successfully complete course receive \$125 stipend (paid for by Bush Foundation grant)
 - Does not substitute for official evaluator certification through Teachscape
 - Course ongoing depending on demand

March

- SD DOE issues application for districts interested in participating in Teacher Evaluation Pilot in 2013-14
- SD DOE issues application for districts interested in participating in Principal Evaluation Pilot in 2013-14
- SD DOE partners with University of South Dakota for research portion of the pilots
- First reading of administrative rules before the South Dakota Board of Education
 - Rules requiring districts not using state-recommended teacher evaluation system to submit documentation to SD DOE by Jan. 1 each year for the purpose of determining consistency with teacher effectiveness guidelines

April

- Guidelines for teacher and principal evaluation and support systems finalized by the Commission on Teaching and Learning

May

- Public hearing of administrative rules before the South Dakota Board of Education
 - Rules requiring districts not using state-recommended teacher evaluation system to submit documentation to SD DOE by Jan. 1 each year for the purpose of determining consistency with teacher effectiveness guidelines
- SD DOE selects schools to participate in school year 2013-14 Teacher Evaluation Pilot
- SD DOE selects schools to participate in school year 2013-14 Principal Evaluation Pilot

June

- Resubmit Principle 3 of ESEA Waiver to US Department of Education

June-August 2013

- SD DOE hosts two-day, face-to-face workshops to train administrators on state-recommended teacher evaluation system and Teachscape software
 - To encourage participation, administrators receive \$125 stipend/day to participate
 - If Governor's budget proposal passes, Teachscape software provided free of charge to all public school districts
 - Pilot school administrators required to participate
- SD DOE hosts face-to-face workshop to train superintendents on state-recommended principal evaluation system
 - Pilot school administrators required to participate
 - Open to others beyond pilot schools

School Year 2013-14

- 20 districts participate in Teacher Evaluation Pilot (partners: EDEC and USD)
- 10 districts participate in Principal Evaluation Pilot (partners: tbd)

Pilot requirements:

- Participate in summer 2013 face-to-face training (teacher or principal)
- Participate in year-long technical assistance process to implement evaluation system (teacher or principal)
- Utilize the state-provided Teachscape software and training (teacher evaluation only)
- Report to SD DOE effectiveness levels for the 2013-14 school year (teacher or principal)
- Participate in formal feedback process

2014

January

- Potential legislation:
 - Adopt state standards for principals
 - Through work with Bush Foundation, principal standards vetted with the K-12 field and higher education's Ed Leadership programs during fall 2012; public

universities already adopting the principal standards for their education leadership programs

- Require certification of evaluators (evaluators of teachers and principals)
 - SD DOE approved training/course
- Clarify that performance ratings of individual teachers/principals are considered private, personnel information – not open to public information requests

March

- SD DOE brings any final accountability rule changes to South Dakota Board of Education for first reading

April

- Final adjustment of teacher and principal effectiveness guidelines and tools based on pilot results

May

- SD DOE brings any final accountability rule changes to South Dakota Board of Education for public hearing

June-August

- SD DOE hosts training for superintendents responsible for evaluating principals against standards
- Ongoing training to be offered through one/all of the university educational leadership programs



Monitoring

- SD DOE will require districts not using the state-recommended teacher evaluation system to submit crosswalk documentation by Jan. 1 of each year, beginning in 2014, in order to determine compliance
- SD DOE will require an effectiveness rating for all teachers and principals be reported through the annual spring reporting process (i.e, Personnel Record Form data collection)
 - Required of pilots in 2013-14
 - Required of all districts in 2014-15