

TEACHER and PRINCIPAL EFFECTIVENESS: Where we are now

Matt Gill

- **Received recommendations from Educator Effectiveness Workgroup**
- **Received recommendations from CTL**
- **Survey stakeholders across the state**
- **Subset of Educator Effectiveness workgroup and CTL to finalize recommendations**

- **Suggested rule changes will be taken before Board of Ed, followed by public comment period**
- **Changes take effect 2017-18 school year**
- **No changes for 16-17 school year**

- **Teacher Effectiveness**

- **SY 2014-15 : Learning year**
- **SY: 2015-16: Teacher Effectiveness Full Implementation**

- **Principal Effectiveness**

- **SY 2014-15 & 2015-16 : Learning years**
- **SY: 2016-17: Principal Effectiveness Full Implementation**

- **Teacher and Principal Effectiveness is not a part of Accountability (SPI)**
- **Teacher & Principal Effectiveness is in Administrative Rule**
- **DOE is gathering feedback**

- **Professional Practice Rating**
 - South Dakota Framework for Teaching
- **Student Growth Rating**
 - Student Learning Objectives (SLOs)
- **Summative Teacher Effectiveness Rating**



Teacher Effectiveness

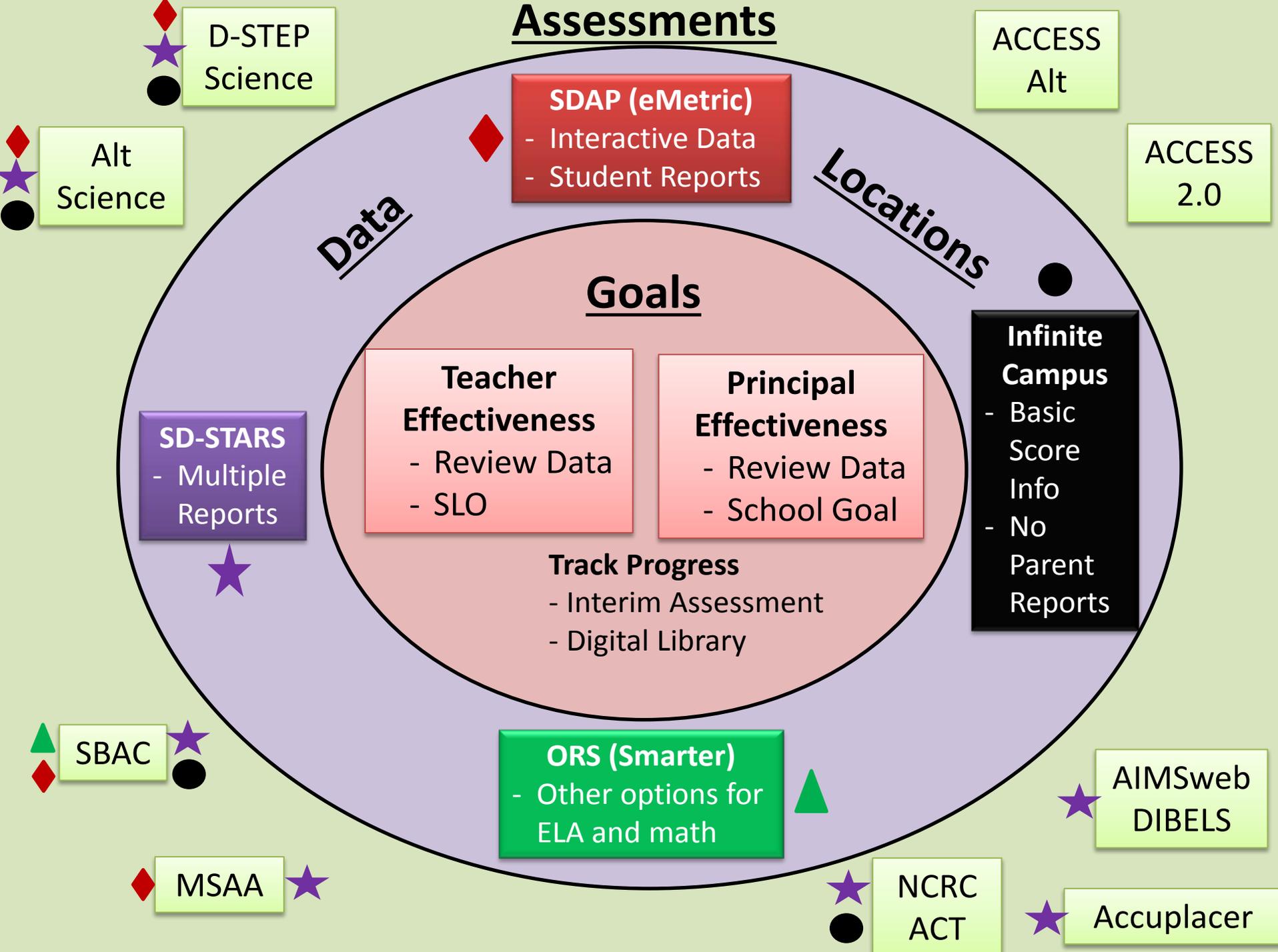
- <http://doe.sd.gov/secretary/documents/TEReqReco.pdf>

Principal Effectiveness

- <http://doe.sd.gov/secretary/documents/PEReqReco.pdf>

- **School/Student Growth**
- **Professional Practice**
 - **Discussion Guides -**
<http://doe.sd.gov/secretary/PE.aspx>

Assessments



Principal Evaluation Rating Spreadsheet

Frontline

- **MyLearningPlan OASYS (MLP OASYS)**
 - **Focus for Teachers**
 - **Focus for Observers**
- ** Optional for all public districts**

- **New and Improved Reflect**
- **Condensed Teacher Evaluation Plan**
- **Training**

- **Evaluation Plan Overview Webinar**
 - August 3 – 9:30 am CT
- **Regional Face-to-Face Trainings (GSMU)**
 - Monday, August 8 – Aberdeen – Central High School
 - Tuesday, August 9 – Pierre – MacKay Library Commons
 - Wednesday, August 10 – Rapid City – Rapid City High School
 - Thursday, August 11 – Harrisburg – North Middle School

- **In-depth, high-quality training for teachers which covers:**
 - South Dakota Framework for Teaching,
 - Observations,
 - Professional conversations, and
 - Reflective practices.
- **Consists of video module trainings over each of the components**

- **Online training** in all four domains of the Framework for Teaching for teachers and observers
- **Master-scored videos** of classroom teaching at all performance levels
- **Scoring practice** for observers that provides instant feedback on their practice scores
- **A rigorous proficiency assessment** to certify that observers can conduct accurate, consistent observations
- **Calibration** to check observers' scoring accuracy throughout the school year (separate license)
- **Recertification** in future years to re-establish scoring accuracy for certified observers (separate license)

- **Teacher Effectiveness**

- <http://doe.sd.gov/oatq/documents/TeachEff.pdf>

- **Student Learning Objective (SLO)**

- <http://doe.sd.gov/oatq/documents/SLObook-D.pdf>

- **Principal Effectiveness**

- <http://doe.sd.gov/oatq/documents/Princbook.pdf>

- <http://doe.sd.gov/secretary/tpe.aspx>

- **Mentoring available for new teachers for two years**
- **Program to include:**
 - Professional mentor training;
 - A motivational Kick-Off Day for mentors and new teachers;
 - Ongoing face-to-face and virtual mentoring throughout the school year; and
 - A Summer Academy that will focus on celebration and reflection.

Matt Gill

- Matthew.Gill@state.sd.us
- 605-773-8193