

# DEVELOPING MODEL TEACHER AND PRINCIPAL EVALUATIONS: INSTRUCTIONAL FRAMEWORKS

ESUPDO Meeting

JANUARY 16, 2013





# State Board February charge to NDE

*Develop teacher and principal evaluation models based on the Nebraska Teacher and Principal Performance Framework for voluntary use by local districts.*



# Phases of the Project

- **Leadership Committee** (April to October)—Build consensus on best practices for evaluation models; make recommendations to State Board.
- **Design/Pilot Committee** (October-August)—Develop evaluation models, conduct training, prepare for piloting.
- **Pilot Phase** (2013-14 school year)—Implement models in pilot districts and make necessary adjustments.
- **Implementation Phase** (2014-15 school year and beyond)—Make models available for voluntary adoption by districts and assist with implementation.



# Design/Pilot Committee Tasks

- Design it
- Build it
- Pilot it
- Fix it
- Share it



# Design/Pilot Phase activities

- **Knowledge-building activities:** learning about components of the model.
- **Developing procedures and products:** guidelines, forms, procedural documents.
- **Planning training** for evaluators and staff development for teachers.
- **Implementing** fully or partially in pilot districts in 2013-14.



# Guiding Principles

The primary purpose of the teacher and principal evaluation models is the improvement of instruction and leadership based on the *Nebraska Teacher and Principal Performance Framework*.

Teacher and principal evaluation should be based on multiple measures of performance with data gathered multiple times, leading to long-term performance improvement.

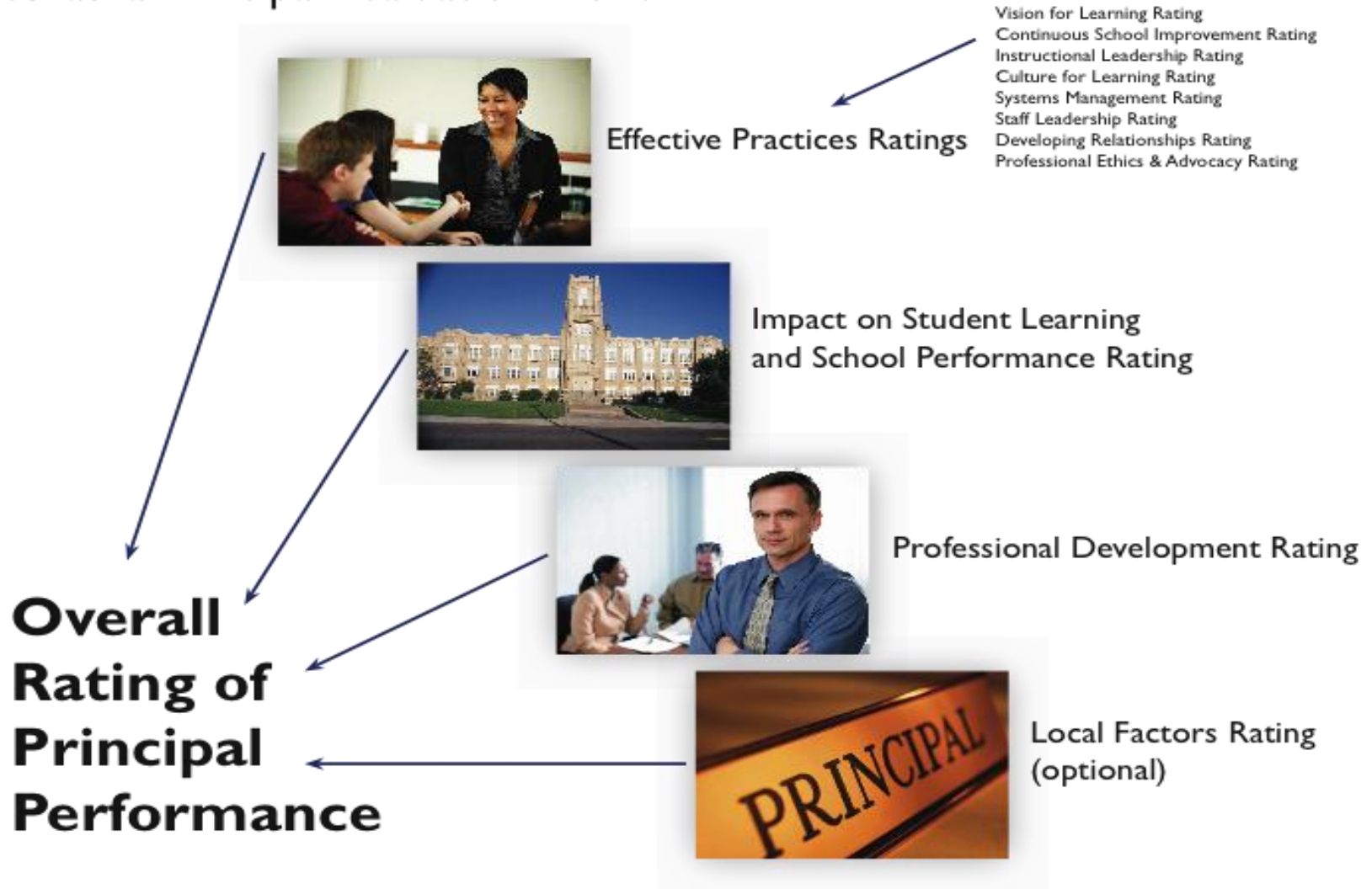


# Nebraska Teacher Evaluation Model





# Nebraska Principal Evaluation Model







Teacher Model Components/Products

Principal Model Components/Products



# Design/Pilot Upcoming Activities

- **Friday, Jan. 11, 9:00-4:00**—*Danielson Orientation/Alignment*
- **Tuesday, Jan. 29, 9:00-4:00**—*Teachscape/iObservation/ESU Technology meeting. Cornhusker Hotel.*
- **Wednesday-Thursday, Feb. 20-21, 9:00-4:00**—*Teacher evaluation components (summative rubrics, student learning objectives, student perception measures, professional development). Site TBA.*
- **Tuesday-Wednesday, Mar. 12- 13, 9:00-4:00**—*Principal Evaluation Subcommittee meeting. Site TBA.*
- **Wednesday-Thursday, April 10-11**—*Committee Design Work. Site TBA.*
- **Other:** *To be determined.*