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



Effective Practices Ratings

- · Foundational Knowledge Rating
- · Planning & Preparation Rating
- · Learning Environment Rating
- · Assessment Rating
- · Professionalism Rating
- · Vision & Collaboration Rating



Student Achievement Rating



Performance



Professional Development Rating



Local Factors Rating (optional)



Nebraska Principal Evaluation Model



Effective Practices Ratings

Vision for Learning Rating
Continuous School Improvement Rating
Instructional Leadership Rating
Culture for Learning Rating
Systems Management Rating
Staff Leadership Rating
Developing Relationships Rating
Professional Ethics & Advocacy Rating



Impact on Student Learning and School Performance Rating

Overall ^{*}
Rating of
Principal

Performance



Professional Development Rating



Local Factors Rating (optional)



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.