

# RACE TO THE TOP



**“The most meaningful reform of our public schools in a generation.”**

PRESIDENT BARACK OBAMA  
STATE OF THE UNION ADDRESS  
JANUARY, 25, 2011



## Leon Schools awarded \$3.4M”

TALLAHASSEE DEMOCRAT

“It’s going to be dollars that we’ll be able to use in some of the most difficult times we have gone through in terms of funding”

“We want our system to stay high-performing”

Jackie Pons  
LCS Superintendent

## Leon County Schools RTTT AREAS OF FOCUS

- **Standards and Assessments**
- **Data Systems to Support Instruction**
- **Great Teachers and Leaders**
- **Turning Around the Lowest-Achieving Schools**

# **RACE TO THE TOP**

## **GREAT TEACHERS AND LEADERS**



### **Plans for Development and Implementation of a New Teacher Evaluation System**

**Leon County School District**

# Florida's Theory of Action for Education Reform



**A strategic and sustained investment in human capital will improve student achievement.**

Begin with the right student standards, curriculum, lessons, support and assessments.

Set the goals for student learning outcomes.

Align the human capital systems that support and manage the educators in the school to achieve the student goals.

**Teachers and school leaders must be well-selected, well-respected, well-prepared, well-supported and held accountable.**

# LCS RTTT Responsibilities



- 1. LCS will design a Teacher Evaluation System with teacher and principal involvement that will be gradually implemented over a five year period. The new evaluation system will:**

Utilize the state adopted growth measure as the primary factor for teacher and principal evaluation

Ensure that at the end of five years 50% of the teacher's evaluation will be based on student achievement or growth data

Be developed with union agreement and submitted to the DOE for review and approval by June 1, 2011

# LCS RTTT Responsibilities



- 2.** The observation portion of the evaluation will be based on the core of effective practices which are research based.
- 3.** The evaluation will be multi-metric: to include at least one additional method to combine with the student performance and principal observation component.
- 4.** The evaluation will include a comprehensive range of ratings (rubric) beyond a simple satisfactory or unsatisfactory that must include “effective” and “highly effective”.

# LCS RTTT Responsibilities



- 5. The evaluation will be used to inform individual professional development for teachers.**
- 6. The evaluation will be used to inform compensation, promotion, and retention.**

A new salary schedule will be developed that is tied to the teacher evaluation.

At this time, current LCS teachers will be able to opt in or out of this new salary schedule. However, all evaluations will be tied to student performance.

# Teaching and Learning Framework



**A Teaching and Learning Framework  
will be adopted that will:**

**Support a fair and transparent Teacher Evaluation System**

**Align Professional Development and Support**

**Provide Clear Expectations for Teachers**

# LCS RTTT Plan and Timeline



- 1. By June 1, 2011 develop and submit to the state a revised teacher evaluation system that includes required components. Supporting activities to complete the task include:**

**Establish a “Race to the Top” Teacher Evaluation Revision Committee of LCS education professionals and stakeholders.**

**Conduct regularly scheduled meetings of the RTTT/TERC.**

**Work with the Department of Education and contracted consultants to meet conditions of LCS RTTT grant requirements**

**Through ongoing and transparent collaboration reach a tentative agreement with the Leon Classroom Teachers Association.**

# LCS RTTT Plan and Timeline



## **2. 2011-2012 school year:**

**Implement newly revised teacher evaluation system for classroom teachers whose subject of instruction is tested via FCAT.**

- In collaboration with state/local consortiums, begin development of end of course exams for all courses not measured by state or national assessments.**
- Incorporate “value added” measures as determined by DOE.**
- Design and implement professional learning activities related to the evaluation system**

# LCS RTTT Plan and Timeline



## **3. 2011-2014 school years:**

**Provide coaching and support related to implementation of the evaluation system.**

**Monitor for effective implementation of the new teacher evaluation system.**

**Conduct evaluation of integrity and quality of implementation of the new teacher evaluation system.**

**Collectively bargain impact with LCTA each year.**

**Begin the design and implementation of a principal evaluation system that mirrors the teacher evaluation system .**

# **The LCS RTTT Bottom Line**



**Full implementation of the new teacher and principal evaluation should be in effect for the 2013-14 school year.**

**Currently these reforms are required under Race to the Top; however, it is anticipated that most, if not all, will be statutorily required in the near future.**

**Legislation has already been filed in the 2011 legislative session that embraces many of the RTTT mandates.**

**That legislation is rapidly moving forward.**

# LCS Teacher Evaluation Revision Committee



**Working together for success...**

- Shelly Bell Principal /Middle School
- David Clark LCS RTTT Coordinator
- Scotty Crowe Dir. School Improvement
- Paul Felsch Dir. Testing /Evaluation
- Jane Floyd Principal/ ESE Everhart
- Michelle Gayle Principal/High School
- Andrea Goddard Teacher /Elementary
- Gwen Graham Labor/Employee Relations
- Jennifer Helbig Teacher /High School
- Yvonne Jones Guidance /Middle School
- A. Samet Kul Principal/Charter School
- Shannon Lynch Assistant Superintendent

- Scott Mazur Teacher/Elementary
- Bobe McBride Teacher /High School
- Sandra Meador Teacher/ Elementary
- Jo Marie Olk Dir. Staff Development
- Bev Owens Dir. Charter Schools
- Randy Pridgeon Dir. Secondary Schools
- Anicia Robinson Teacher /Elementary
- Kathleen Rodgers Dir. Equity & Support
- Rebecca Shultz Teacher/High School
- Nancy Stokely Principal/ Elementary
- David Worrell Teacher/ LCTA Pres
- Peggy Youngblood Dir. Elementary Schools

# LCS RTTT Evaluative Domains



**Our LCS RTTT Revised Teacher Evaluation System will focus on observation and assessment of the following skill sets...**

- **Planning for Student Success**
- **Creating a Culture of Learning**
- **Instruction and Assessing for Student Achievement**
  - **Professional Commitment**

# LCS RTTT Professional Growth Evaluation



- **Teacher performance will be looked at over time. Not a “one shot” or “high stakes” single visit.**
- **We will transition to a dynamic, interactive, continuous analysis of teaching and learning.**
  - **Classrooms will be visited systematically.**
  - **Observations will be customized and focused.**
- **Evaluation results will be more accurate and instructive**

# Our LCS DOE RTTT Professional Partners



**Our LCS Teacher Evaluation Revision Committee will be assisted by the following consultants provided by the Florida Department of Education**

- **Houghton Mifflin Harcourt**

David West, HMH Consulting Services

- **Learning Sciences International**  
Learning and Performance Management

Dr. Robert Marzano / CEO Marzano Research Laboratory  
Dr. Peggy Schooling Director of Teaching and Learning  
Suzy Purpura., Operations Manager

- **The Leadership and Learning Center**

Dr. Douglas Reeves  
Molly Reynolds, Project Manager  
Dr. Raymond Smith, Senior Professional Development

# LCS RTT Teacher Evaluation Revision Dates



- February 28 -March 2

Teacher Evaluation Academy on Contemporary Research and Practices

- March 14 - April 22

Teacher Evaluation Re-Development Team Meetings

- April TBD

Toolkit Webinars

- April /May TBD

Facilitated Stakeholder Focus Groups

- June 1

Submission of LCS RTTT Teacher Evaluation to DOE

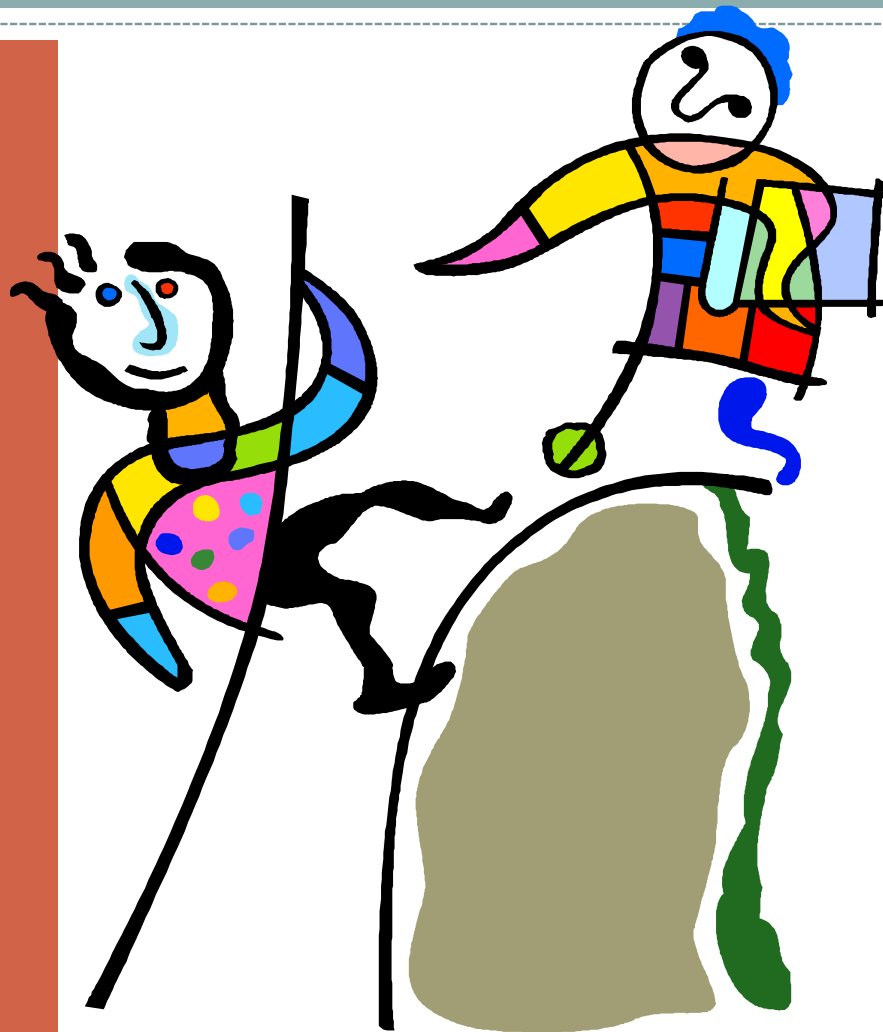


LCS/RTTT

GREAT  
TEACHERS  
AND  
LEADERS

My mother said to me, “  
If you become a soldier,  
you’ll be a general, if you  
become a monk you’ll  
end up as the pope .”  
Instead, I became a  
painter and wound up as  
Picasso.

- PABLO PICASSO



**Questions about LCS / RTTT**

**Please contact RTTT Project Coordinator David Clark**

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