

RACE TO THE TOP



OVERVIEW

DAVID CLARK / PROJECT COORDINATOR
LEON COUNTY SCHOOLS



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.

These reforms are required under Race to the Top; however, most, if not all, are now statutorily required.

The “Student Success Act,” (Senate Bill 736), embraces and reinforces many of the RTTT mandates.

The Student Success Act has been signed by the governor and will be implemented as statute July 1, 2011.

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
- Linda Johnson Teacher /Middle School
- Yvonne Jones Guidance /Middle 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. Special Programs/Sites
- 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 President/Leon CTA
- Peggy Youngblood Dir. Elementary Schools
- Charter School Representatives
Inez Henry, Julie Fredrickson, A. Samet Kul,
Iris Palazesi, Debo Powers, Suezan Turknett,
Amy Warman
- Amy Bradbury Grant Writer

LCS RTTT Evaluative Domains



**Our LCS RTTT Revised Teacher Evaluation Model
will focus on observation and assessment
of the following 4 Domains...**

Domain 1: Classroom Strategies and Behaviors

Domain 2: Planning and Preparing

Domain 3: Reflecting on Teaching

Domain 4: Collegiality and Professionalism

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 was 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

RACE TO THE TOP



UPDATE

LCS / Ready to Go... Using Marzano



- **The Leon County Schools “Race to the Top”/ Teacher Evaluation Revision Committee has reviewed and given unanimous approval to the draft document we will submit to the Department of Education on June 1, 2011.**
- **We have adopted the research-based evaluation training frameworks developed by Dr. Robert Marzano, a respected expert in the field of instruction, assessment, and the implementation of teaching standards. The DOE has endorsed the Marsano frameworks.**
- **Our new LCS evaluation process advances professional growth, values fairness and delivers the appropriate rigor to comply with our required directives.**

Using “State-of-the Art” Technology



- **It is important that any high-stakes evaluation of teachers be done with fidelity to provide greater assurance of defensible validity.**
- **It is also important to implement our new system in a user-friendly technology without sacrificing the quality and legitimacy of the experience.**
- **Using technology to improve instruction and learning clearly reflects the focus and intent of our RTTT grant.**
- **A digitized system for desktop, laptop and hand-held devices will offer tremendous time management assistance to evaluators as they gather and upload evaluative/observation data.**

A Partnership with “iObservation”



- Our recommended professional development provider and technology partner is “iObservation,” a division of Learning Sciences International.
- iObservation can deliver the critically important evaluator training on our teacher evaluation model as well as provide instruction on the use of their implementing technology.
- The iObservation technology component is much more than digitizing a form and collecting data. Their technology system is true to the Marzano model.
- In fact, iObservation is the only professional growth, development, and evaluation system endorsed by Dr. Marzano that holds fidelity to his research and the model for districts to implement with success.

Effective Teaching in Every Classroom



- Dr. Robert Marzano's Art and Science of teaching Observation and Feedback Protocol upgrades walkthroughs, instructional rounds, and observations to monitor and support the use of research-based strategies that develop **effective teachers in every classroom.**

The Marzano Protocol, powered by iObservation ...

- Monitors and supports implementation of research-based strategies into classroom instruction
- Reveals when to use which strategies to maximize student learning
- Provides a common language/model of instruction for effective teaching
- Offers flexibility for LCS customization to align with our focus or initiatives.

Important Information on “Value-Added”



- As you know, 50% of the RTTT/LCS Teacher Evaluation Model is our revised classroom observation evaluation system. The other 50% of a teacher’s evaluation will be tied to student growth/performance.
- The DOE has established a Student Growth Implementation Committee (SGIC) to help inform the process of creating a value-added student growth model for school districts to use as they develop new teacher and principal evaluation systems.
- The SGIC is currently reviewing value-added models and their results using Florida specific data. The committee will then discuss possible recommendations on a model to measure student learning growth that will be used in new teacher evaluation systems.

Additional information about the committee and its continuing work can be found at <http://www.fldoe.org/committees/sg.asp>

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 27**

Re-Development Meeting

- **May**

TERC Meetings / DRAFT document finalization

- **June 1**

Submission of LCS RTTT Teacher Evaluation to DOE

- **June 20-23**

LCS Evaluator training days with LSI /iObservation

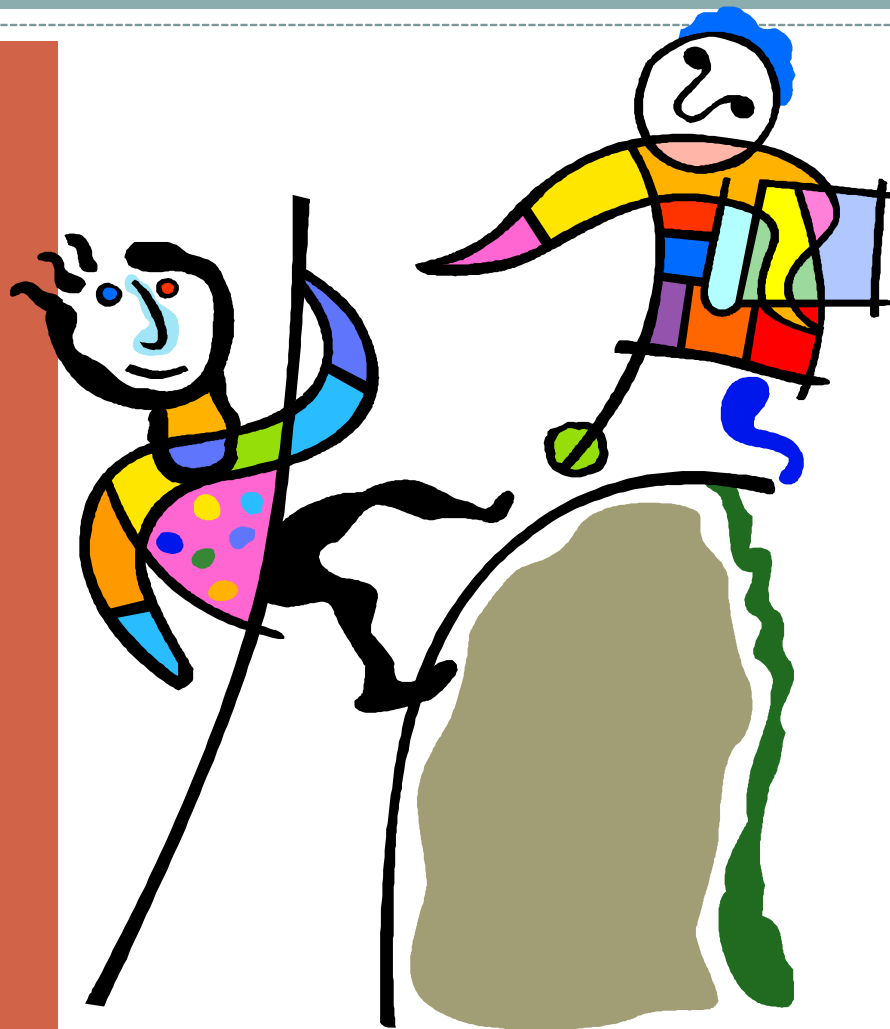


LCS/RTTT

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
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