

SOUTH DAKOTA

TEACHER EFFECTIVENESS PILOT

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AN INTRODUCTION TO THE 2013-14 TEACHER EFFECTIVENESS PILOT PROJECT

CONTENT OVERVIEW

EXPLAINING THE 2013-14 TEACHER EFFECTIVENESS PILOT

**PILOT
BACKGROUND**

HOW WE GOT HERE

**PILOT
PURPOSES**

WHY PILOTS ARE NEEDED

**PILOT
PRINCIPLES**

WHAT PILOTS WILL DO

**PILOT
PARTICIPATION**

OPPORTUNITIES AND SUPPORT



FIND IT ONLINE: This document and webinar is archived @ <http://doe.sd.gov/oatq/TEP.aspx>

PILOT STAKEHOLDERS

COMMITTED TO ESTABLISHING QUALITY TEACHER EVALUATION AND PROFESSIONAL GROWTH SYSTEMS

ACKNOWLEDGEMENTS

The 2013-14 Teacher Effectiveness Pilot Project builds upon contributions made by state entities, education organizations, school districts, educators and other stakeholders.

- South Dakota Department of Education
- 2010 Teacher Standards Workgroup
- 2011-12 Teacher Standards Pilot Districts
- 2012 Teacher Evaluation Work Group
- South Dakota Commission on Teaching and Learning
- University of South Dakota



READ MORE: Download the Teacher Effectiveness Handbook at <http://doe.sd.gov/oatq/TEP.aspx>

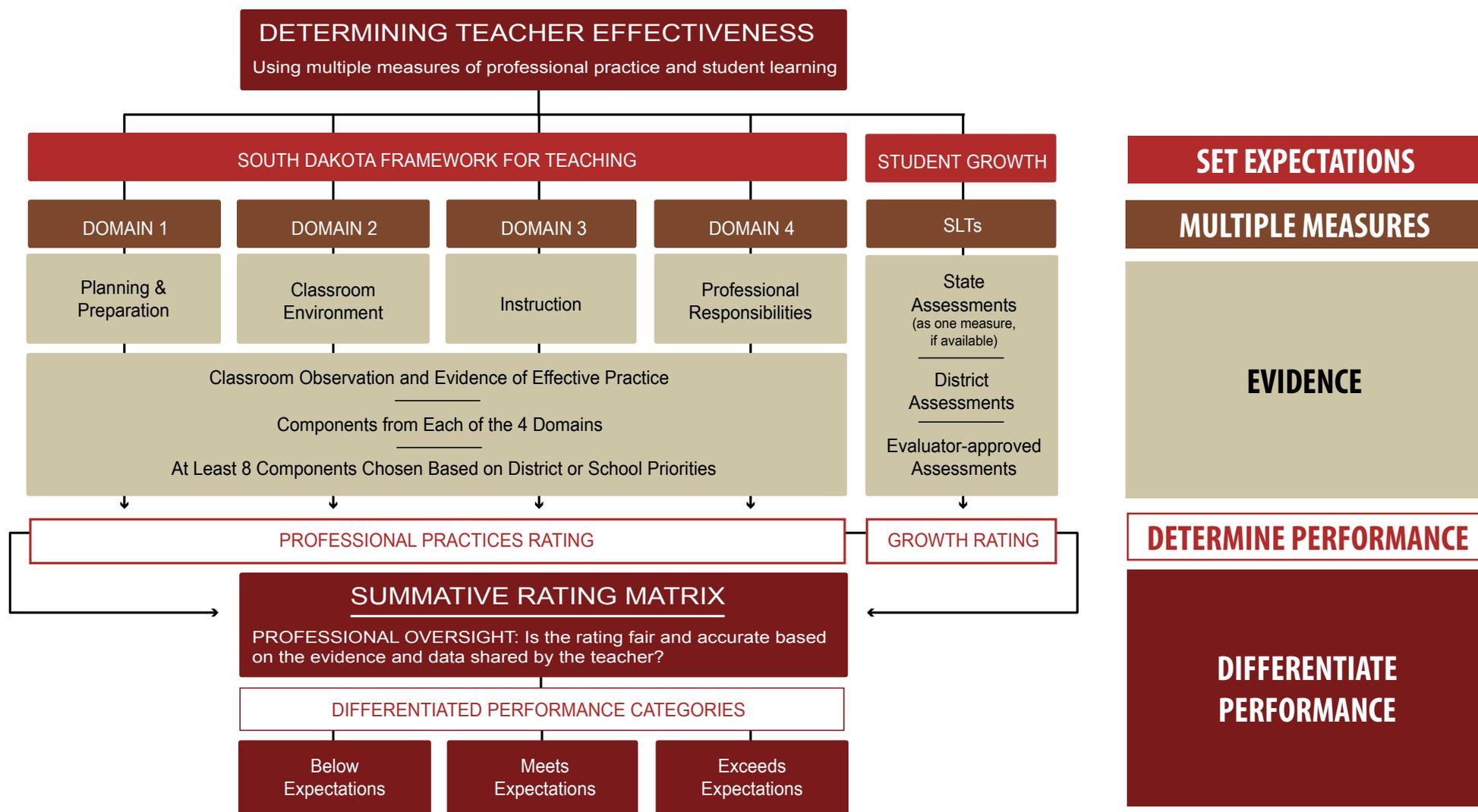
EVALUATION REFORM TIMELINE

BENCHMARKS IN SOUTH DAKOTA'S PATH



PILOT EFFECTIVENESS MODEL

RECOMMENDATIONS DEVELOPED BY THE COMMISSION ON TEACHING AND LEARNING



READ MORE: Download the Teacher Effectiveness Handbook at <http://doe.sd.gov/oatq/TEP.aspx>

PURPOSES OF THE PILOT

WHY IS THE PILOT BEING CONDUCTED?

PILOT FEEDBACK LOOP

Schools participating in the 2013-14 Teacher Effectiveness Pilot will provide valuable expertise and leadership to further shape the state's educator evaluation policy.

ASSESS

Recommended practices and procedures, staff training and support systems.

IDENTIFY

Best practices, challenges, and opportunities, with a focus on evaluations of student growth.

INFORM

Changes to the state model prior to statewide implementation in the 2014-15 school year.

THE FOUR PILOT PRINCIPLES

SCHOOLS WILL BE ASKED TO IMPLEMENT EVALUATION SYSTEMS BASED ON FOUR PRINCIPLES

1. COMPREHENSIVE STAFF TRAINING

Preparing teachers and evaluators to implement teacher evaluation systems that include measures of professional practice and student growth.

2. A CONSISTENT EVALUATION CYCLE

Pilot schools will follow an evaluation cycle that is consistent with state law and provides teachers with regular, timely feedback on performance.

3. MULTIPLE MEASURES OF PERFORMANCE

Performance is measured through classroom observation, teacher portfolios, and student growth data.

4. TEACHER EFFECTIVENESS RATINGS

Performance measures will be combined to differentiate teacher performance into three categories: Below Expectations, Meets Expectations and Exceeds Expectations.

2013-14 PILOT PARTICIPATION

SCHOOLS OF VARIOUS SIZES, GEOGRAPHIC LOCATION AND SCHOOL ADMINISTRATION STRUCTURES

75 SCHOOLS SELECTED

A total of 75 South Dakota schools from 24 school districts will participate in the 2013-14 Teacher Effectiveness Pilot as either a “Pilot School” or “Scale-Up School.”

PILOT
20 SCHOOLS

Focused school-level training and support.
Provide feedback through USD Research Project.

SCALE-UP
55 SCHOOLS

Extends training and support opportunities to help build district-wide capacity.



FOR THE FULL LIST: Download the Pilot Participation Guide at <http://doe.sd.gov/oatq/TEP.aspx>

PILOT AND SCALE-UP SCHOOLS

THE DIFFERENCE BETWEEN THE TWO LEVELS OF PARTICIPATION

	PILOT 20 SCHOOLS	SCALE-UP 55 SCHOOLS
Participate in USD Research Effort	●	
Stipends to Attend Pilot Training Events	●	●
Teachscape Focus: In-depth Training	●	●
Teachscape Reflect: Evaluation Tool	●	●
2 Days of School-Level Coaching	●	
2 Days of District-Level Coaching (All Schools)		●

USD RESEARCH PARTICIPATION

WHAT PILOT SCHOOLS CAN EXPECT

**PILOTS
ONLY**

DOCUMENTING FEEDBACK

USD researchers Dr. Mark Baron and Dr. Fred Aderhold will work with staff from the 20 Pilot Schools to formally document the pilot experience. Scale-Up schools will not participate in the research effort.

SURVEY

A survey to assess teacher and principal attitudes will take approximately 1 hour to complete.

**FOCUS
GROUP**

Up to 4 staff per school will participate in a 1-hour focus group or personal interview.

**DATA
REQUEST**

Data requests throughout the pilot year will require up to 6 hours of staff time.

FIRST PILOT TRAINING EVENT

THE FIRST OF TWO PILOT TRAINING EVENTS

 PILOT SCHOOLS

 SCALE-UP SCHOOLS

CONTENT

PROFESSIONAL PRACTICE

Attendees receive a broad overview of the state's model for conducting professional practice evaluations. Up to three people per Pilot or Scale-Up school receive a \$125 stipend to attend.

1-day training; Teacher Effectiveness Model, Evaluation Process; Introduction to Teachscape

AUDIENCE

Geared toward administrators, and appropriate for teachers.

DATES

Rapid City - June 24; Aberdeen - June 26;
Sioux Falls - June 28.

SECOND PILOT TRAINING EVENT

THE SECOND OF TWO PILOT TRAINING EVENTS

 PILOT SCHOOLS

 SCALE-UP SCHOOLS

CONTENT

STUDENT GROWTH (SLTs)

Participants will learn how to guide teachers through the development of Student Learning Targets (SLTs). Up to three people per Pilot or Scale-Up school receive a \$125 per-day stipend to attend.

2-day training; Evaluating student growth, development of Student Learning Targets.

AUDIENCE

Schools are encouraged to send both administrators and teachers.

DATES

Pierre: July 30-31
Sioux Falls: August 1-2

TEACHSCAPE FOR TEACHERS

DELIVERING IN-DEPTH TRAINING FOR TEACHERS THROUGH TEACHSCAPE FOCUS

 PILOT SCHOOLS

 SCALE-UP SCHOOLS

HOURS

CONTENT

TEACHER TRAINING

In-depth training for teachers will be delivered through Teachscape Focus. Pilot and Scale-Up schools will receive state-paid licences, but school staff will not be paid stipends to complete the training.

Training through Teachscape Focus for teachers takes approximately 15-20 hours.

Teachers will gain a deep understanding of the Framework for Teaching and how the framework is used for evaluation purposes. Teachers also learn how to apply the Framework to improve teaching practice.

TEACHSCAPE FOR EVALUATORS

DELIVERING IN-DEPTH TRAINING FOR EVALUATORS THROUGH TEACHSCAPE FOCUS

 PILOT SCHOOLS

 SCALE-UP SCHOOLS

HOURS

EVALUATOR TRAINING

In-depth training for evaluators will be delivered through Teachscape Focus. Pilot and Scale-Up schools will receive state-paid licences, but school staff will not be paid stipends to complete the training.

Training through Teachscape Focus for evaluators takes approximately 20-30 hours.

CONTENT

Evaluators are provided training on the Framework for Teaching and how to conduct accurate, consistent evaluations. The training concludes with a proficiency assessment, measuring evaluators' ability to accurately score classroom teaching.

TEACHSCAPE REFLECT

A WEB-BASED SYSTEM TO SUPPORT PROFESSIONAL PRACTICE EVALUATIONS

 PILOT SCHOOLS

 SCALE-UP SCHOOLS

FORMS

EVALUATION MANAGEMENT

Pilot and Scale-Up schools will receive state-paid licences to access Teachscape Reflect, a software program that functions as a workflow management tool.

Provides evaluation forms, Framework for Teaching rubrics, and other essential supporting documents.

STORAGE

Allows evidence, artifacts, and videos to be stored in a collaborative online environment.

TOOLS

Provides tools to make evaluations, observations, and drop-ins more efficient.

SCHOOL-LEVEL COACHING

DIRECT SUPPORT FOR PILOT SCHOOLS

**PILOTS
ONLY**

COACHING FOR PILOT SCHOOLS

The 20 Pilot Schools will receive two days of state-paid, in-school coaching. A school's coaching visits will be scheduled through East Dakota Educational Cooperative.

DAYS

Up to two days for the individual school chosen as a pilot school.

FOCUS

School-level administrators and teachers.

CONTENT

In-school training or coaching may be tailored to the needs of administrators and teachers.

DISTRICT-LEVEL COACHING

ADDITIONAL SUPPORT TO BUILD DISTRICT-LEVEL CAPACITY

SCALE-UP
ONLY

COACHING FOR DISTRICTS

Each school district that has one or more Scale-Up School will be provided district-level coaching days. District-level coaching visits will be scheduled through East Dakota Educational Cooperative.

DAYS

A maximum of 2 days per district, regardless of the number of Scale-Up Schools.

FOCUS

District administration.

CONTENT

Support and coaching focuses on building district-level capacity to implement evaluation systems.



South Dakota Teacher Effectiveness Handbook
Teacher Effectiveness Pilot Project Draft



South Dakota Teacher Effectiveness Pilot
Pilot Partner Participation Guide (Participation Agreement)



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