

Educator Evaluation 2015-16

Plan Paths

For the most part, DS educators on a One-year Self-directed Growth Plan during the 2014-15 school year will be assigned to Year 1 of a Two-year Self-directed Growth Plan for the 2015-16 school year.

For the most part, DS educators on Year 1 of a Two-year Self-directed Growth Plan during the 2014-15 school year will be assigned to Year 2 of a Two-year Self-directed Growth Plan during the 2015-16 school year.

Note:

1. *Administrators reserve the right to assign or to re-assign an educator to any Plan defined in the DS Professional Growth and Evaluation System (DS PG&ES) at any time. This is codified by law as well.*
2. *Summative ratings are always determined by one's evaluating administrator.*

Changes to Two-year Self-directed Growth Plans as defined in the DS PG&ES

Year 1 of a Two-year Plan is a "Peer Observation" year. A DS educator (including a QPO) assigned to this Plan sets goals, conducts a self-assessment at year's end (mid-cycle of Plan), and engages a QPO with whom he/she meets monthly.

Note: A DS educator who chooses not to engage a QPO will, by default, self-select to instead be on a One-year Self-directed Growth Plan for the year (subject to all observations related thereto in the DS PG&ES).

Year 2 of a Two-year Plan, the "Action Research" year, allows the DS educator to continue/revise goals created in Year 1 and to conduct further research, albeit without a formal QPO relationship. This Plan also requires at least 3 observations by an evaluator and for the DS educator to be rated at year's end by his/her evaluating administrator.

Qualified Peer Observation (QPO) Parameters

Pilot Year

The 2015-16 school year represents our inaugural year of the QPO platform. As such, and given that we are in the process of building and training our first cohort of QPOs from among DS educators, we are considering 2015-16 a pilot year.

During the pilot year we do not envision having a sufficient number of trained QPOs for the number of DS educators who may be eligible for Year 1 of the Two-year Self-directed Growth Plan and who may, in fact, remain on the Plan and be in need of a QPO. Accordingly, the Evaluation Committee proposes that QPOs be paired with up to three DS educators for the first half of the year and up to three (other) DS educators the second half of the year. This allows us to have our supply meet what may be a healthy demand for QPOs, and serves the tandem purpose of allowing as many DS educators as possible to avail themselves of this dynamic component of the DS PG&ES.

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QPO compensation for the pilot 2015-16 school year:

- ✓ QPO assigned to work with one DS educator (full year) *or* two DS educators (semester)
= .25 Ratio Points
- ✓ QPO assigned to work with two DS educators (full year) *or* four DS educators (semester)
= .50 Ratio Points
- ✓ QPO assigned to work with three DS educators (full year) *or* six DS educators (semester)
= .75 Ratio Points

QPO compensation for years beyond the 2015-16 pilot year is as follows:

- ✓ QPO assigned to work with one DS educator (full year) = .25 Ratio Points
- ✓ QPO assigned to work with two DS educators (full year) = .50 Ratio Points
- ✓ QPO assigned to work with three DS educators (full year) = .75 Ratio Points

Training

Inaugural DS QPO cohort of 23 to be trained in the spring of 2015

(Training involves 5 three-hour face-to-face sessions and 3 online sessions for this 24 hour two-credit QPO course. Face-to-face sessions are scheduled for March 5, 12, 26, April 9, May 7 and the 3 online sessions are asynchronous, so dates need not be scheduled.)

Additional training opportunity to be provided during the 2015-16 school year and perhaps during the 2016-17 school year.

Accountability/Documentation Requirements

- ✓ QPO maintains log with meeting dates and times
- ✓ Educator maintains log with dates and references reflections and area(s) of growth in the End-of-Year Report
- ✓ QPO and educator meet at least once monthly
- ✓ Discussions between an educator and his/her QPO are confidential

QPO Assignments

DS educators assigned to, and electing to remain on, Year 1 of a Two-year Self-directed Growth Plan shall choose QPOs with whom he/she wishes to be partnered via a Googleform in the fall of 2015. The form will ask, "Who best meets your coaching needs? Check the names of those DS QPOs who meet this criterion for you." The form shall also ask the educator to provide a concise statement about what he/she hopes to accomplish or concentrate on with the help of a QPO. (This additional item teases-out some information that may prove helpful as educators are paired with QPOs and for what reason(s) they are paired.)

Note:

1. *Educators' QPO selections are initially reviewed by administration with actual pairings done by QPOs. Administration assists with logistics as needed.*
2. *It is understood that in any given year a QPO might not be selected by a DS educator to work with a colleague educator.*

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