

Teacher Evaluation

A Metric for Performance

Everyone turn to page...

Background

NJ Educator Effectiveness Taskforce

- Multiple Measures
- Clarified Expectations
- Meaningful Feedback
- Collaboration
- Targeted PD

EE4NJ Pilot Program

- 50% Student Achievement (Outputs of Learning)
- 50% Teacher Practice (Inputs Associated w/ Learning)

NCLB Waiver

- CCR Expectations (CCSS)
- Differentiated Recognition, Accountability, & Support (Priority, Focus, Reward Schools)
- Effective Instruction & Leadership (Teacher Evaluation Systems)

Implementation Timeline

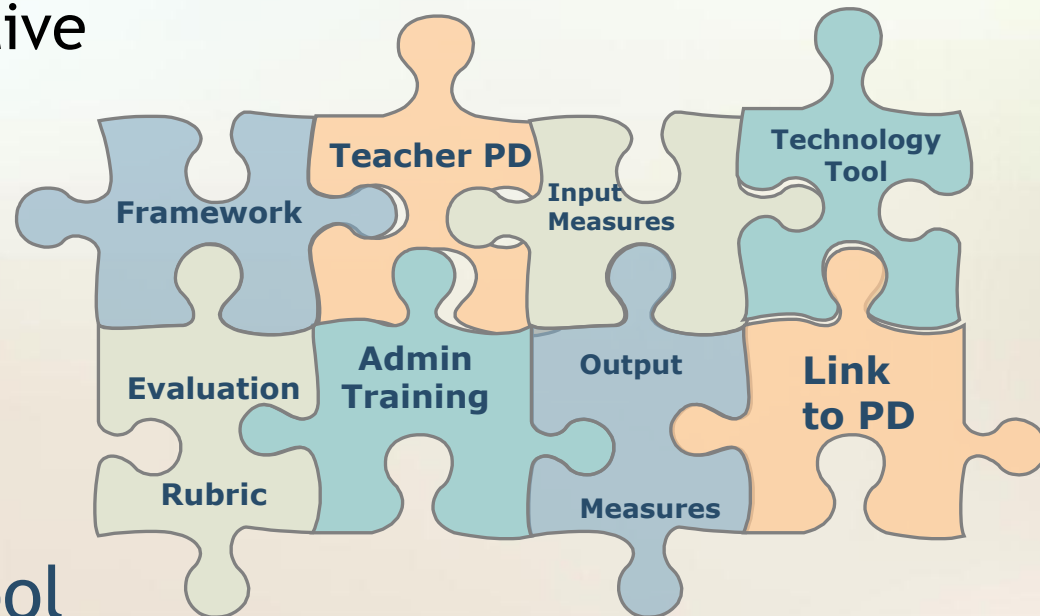
2012-2013 - Preparing for Implementation

- 30 New Pilot Districts
- Steps for non-pilot districts
 - District Advisory Council
 - Select Instructional Framework (by 1/1/13)
 - Teacher PD on Instructional Framework
 - Administrator Inter-rater Reliability Training

2013-2014 - Statewide Full Implementation

Evaluation System Components

- Research-based Instructional Framework
- 4-Point Evaluation Rubric
 - Highly Effective
 - Effective
 - Partially Effective
 - Ineffective
- Summative Evaluation Tool



State-approved Model Frameworks

- Danielson (Teachscape)
- Marzano (iObservation)
- McREL (McREL)
- Stronge (OASYS)

Danielson Framework

- DOMAIN 1: Planning & Preparation
- DOMAIN 2: Classroom Environment
- DOMAIN 3: Instruction
- DOMAIN 4: Professional Responsibilities

Marzano Framework

- DOMAIN 1: Classroom Strategies & Behaviors
- DOMAIN 2: Planning & Preparing
- DOMAIN 3: Reflecting on Teaching
- DOMAIN 4: Collegiality & Professionalism

McREL Framework

- STANDARD 1: Teachers demonstrate leadership.
- STANDARD 2: Teachers establish a respectful environment for a diverse population of students.
- STANDARD 3: Teachers know the content they teach.
- STANDARD 4: Teachers facilitate learning for their students.
- STANDARD 5: Teachers reflect on their practice.

Stronge Framework

- STANDARD 1: Professional Knowledge
- STANDARD 2: Instructional Planning
- STANDARD 3: Instructional Delivery
- STANDARD 4: Assessment of/for Learning
- STANDARD 5: Learning Environment
- STANDARD 6: Professionalism
- STANDARD 7: Student Progress

NOTE: Differentiated standards for Education Specialists

Evaluation Tools Comparison

Teachscape (Danielson)

- * evaluator certification (extra cost)
 - * customizable forms
 - * teacher self-evaluation
 - * upload artifacts
- * web-based management
- * 360° classroom video (extra cost)

iObservation (Marzano)

- * differentiated evaluation forms
 - * customizable forms
 - * resource library
- * videos / multimedia presentations
- * aligned to elements
- * electronic signature

McREL

- * attach artifacts
- * electronic signatures
- * PD Plan (developing elements automatically included)
- * Power Walkthrough
- * Balanced Leadership

OASYS (Stronge)

- * Educational Specialist System
- * interactive rubric report (heat mapping)
- * camera-ready training materials
- * diagnostics: SLO / Goal Setting
 - * customizable forms
- * documentation log for artifacts
 - * articulates w/ Outlook
- * integrated PD management (learning loop)

Costs Side-by-Side Comparison

	Teachscape (Danielson)	iObservation (Marzano)	McREL	OASYS (Stronge)
ONE TIME	<p><u>\$37,105</u></p> <p>Initial PD: \$31,615</p> <p>Webinar: \$1,500</p> <p>Administrator Training: \$3,990</p> <p>NOTE: Does not include training on Danielson Framework</p>	<p><u>\$24,000</u></p> <p>Technical Training: \$12,500</p> <p>Teacher PD: \$9,000/day</p> <p>Initial License: \$2,500</p>	<p><u>\$13,500</u></p> <p>3 Day Training: \$9,000</p> <p>Materials: \$3,000</p> <p>T/A: \$1,500/day (as needed)</p>	<p><u>\$28,250</u></p> <p>Intellectual Property: \$11,250</p> <p>Teacher Training: \$9,000</p> <p>Administrator Training: \$4,500</p> <p>OASYS + My Learning Plan: \$3,500</p>
ANNUAL	<p><u>\$12,075</u></p> <p>Evaluation system: \$5,250 (\$35 / user)</p> <p>TXL PD resources: \$2,275 per school</p>	<p><u>\$2,000</u></p> <p>(unlimited users)</p>	<p><u>\$3,300</u></p> <p>(\$22 / staff member)</p>	<p><u>\$4,050</u></p> <p>Evaluation System: \$1,800 (\$12 / user)</p> <p>PD System: \$2,250 (\$15 / user)</p>

The Road to Excellence

What to Expect



- Meaningful Feedback for Teachers
- Useful Data for Administrators
- Improved Quality of Professional Development
- Consistent Evaluation Practices

