

Wenatchee School District Teacher Evaluation Pilot Year Evaluation Process 2011-2012

Purpose:

The intent of the pilot year is to gather timely and effective feedback about the evaluation tool, rubric language, evidence and measures, process, forms, summative rating process, use of student growth data and the professional development model that supports the evaluation.

Provide feedback and recommendations to the State Steering Committee for TPEP.

Methods:

The primary means for gathering feedback will be through meetings and surveys. The feedback will be in both narrative and numerical rating form. The calendar for gathering feedback is aligned with the evaluation timelines in order to assure that experiences are still fresh in the minds of participants.

Incorporation of feedback:

The Teacher evaluation committee will review feedback as it is collected and make edits as deemed appropriate.

Feedback will be received from the 44 participants in the evaluation pilot.

Evaluation, Observation and Timelines:

- Pilot Participants Survey – Complete on September 8th at kick off meeting
- Goal Setting/Self Assessment Process with pilot employees prior to October 6th - finalize by October 15th
- Observation #1 completed by November 25th (before Thanksgiving)
- Survey response to first observations – November 28th – December 15th
- Interviews with selected participants – November 28th – December 9th
- Observation #2 completed by April 1st
- Survey response to second observations – April 1-15th
- Interviews with selected participants – April 9th – 13th
- Response to state on Summative Scores – May 10th
- Readiness survey of all non-pilot staff – May 1 – 15th
- Final evaluation completed by June 1st

Calendar:

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| September 8, 2011 | 3:30 pm – 5:30 pm <ul style="list-style-type: none">• Evaluation Pilot Kick-off Meeting for all Principals & Participants |
| October 6, 2011 | 3:30 – 5:30 pm <ul style="list-style-type: none">• Goal Setting Process• Self-Assessment |
| January 5, 2012 | 3:30 – 5:30 pm <ul style="list-style-type: none">• First Observation<ul style="list-style-type: none">○ How were criteria 1, 2, 4, 5 & 6 observable? |
| March 8, 2012 | 3:30 – 5:30 pm <ul style="list-style-type: none">• Professional Development Program<ul style="list-style-type: none">○ Did the professional development clarify the expectations identified in the individual rubrics?• Self Reflection on Goal Progress• Criteria 3 |
| May 3, 2012 | 3:30 – 5:30 pm <ul style="list-style-type: none">• Second Observation• Criteria 7 and 8• Post Conference• Summative Report |
| June 18, 2012 | 8:00 am – 4:00 pm <ul style="list-style-type: none">• Rubric• Student Data• Electronic Data Tool• Evidence & Measures<ul style="list-style-type: none">• Do the identified evidence and measures provide adequate and accurate information upon which to base the evaluation ratings?• Professional Development |