

THE OFFICE OF EDUCATOR QUALITY



***EDUCATOR GROWTH
TOOLBOX***

Presentation to MACCE

September 8, 2014

Missouri Department
of Elementary and Secondary Education

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Feedback that Matters

53rd Annual Cooperative Conference for School Administrators

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Holiday Inn Executive Center, Columbia, MO • July 27-29



Administrative Memos

Educator Certification

Webinars

News [See More News]

- Department Hires New Assistant Commissioner and Director of Legislative Outreach
- Dramatic Shift in Educator Evaluation Coming to Normandy
- Missouri a Leader in Improving Educator Preparation
- Normandy Board Holds First Meeting
- Normandy Governing Board Meets Today

Topics Services Data Department

- A-Z Index**
See an alphabetical listing of education and secondary education topics.
- MAP**
Find Missouri Assessment Program news and updates, assessment calendar, resources and more.
- Educator Evaluation**
Explore how Missouri's Educator Evaluation System supports the development of teachers.
- MSIP**
Review the Missouri School Improvement Process.

Get the Latest Newsletter

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Educators

Home



Browse Educators

Assessment
The Department is committed to raising expectations for students and improving our assessment system with the goal of preparing every Missouri student for college and career readiness after high school graduation.

Educator Effectiveness

Popular Services

Fingerprint/Background Check Status

Web Applications Login

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Educator Growth TOOLBOX



Tutorial
(Coming Soon)

Essential Principles

Model Evaluation System

Observations & Feedback

Student Growth Data

Surveys

Professional Artifacts

Professional Learning

A one-stop destination where Missouri educators can find all of the tools they need to enhance educator effectiveness. Select an icon above to open the Toolbox and find resources on evaluation, observations, professional learning, and more.

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- Vision, Mission, Goals

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- Data Acquisition Calendar
- MCDS Portal
- Missouri Learning Standards
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- Web Applications
- Employee Email Access

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Introductory Video

Home > Educator Growth Toolbox

Tutorial

Take a tour of the Educator Growth Toolbox now! Click the video below to start.

The screenshot shows the 'Educator Growth Toolbox' interface. On the left, there is a navigation menu with items: 'Student Growth Data', 'Essential Principles', 'Model Evaluation System', 'Observations & Feedback', 'Student Growth Data', 'Surveys', 'Professional Artifacts', and 'Professional Learning'. The 'Student Growth Data' section is expanded, showing 'Student Learning Objectives (SLOs)', 'Guidance', and a list of links for various grade levels and subjects: '1st Grade Reading', '2nd Grade Mathematics', '3rd Grade Mathematics', '4th Grade Math', '5th Grade Math', '6th Grade Science Arts', '8th Grade Art', '8th Grade Science Physics', and '10th Grade Chemistry'. A large play button is overlaid on the center of the screenshot.

- Essential Principles
- Model Evaluation System
- Observations & Feedback
- Student Growth Data
- Surveys
- Professional Artifacts
- Professional Learning

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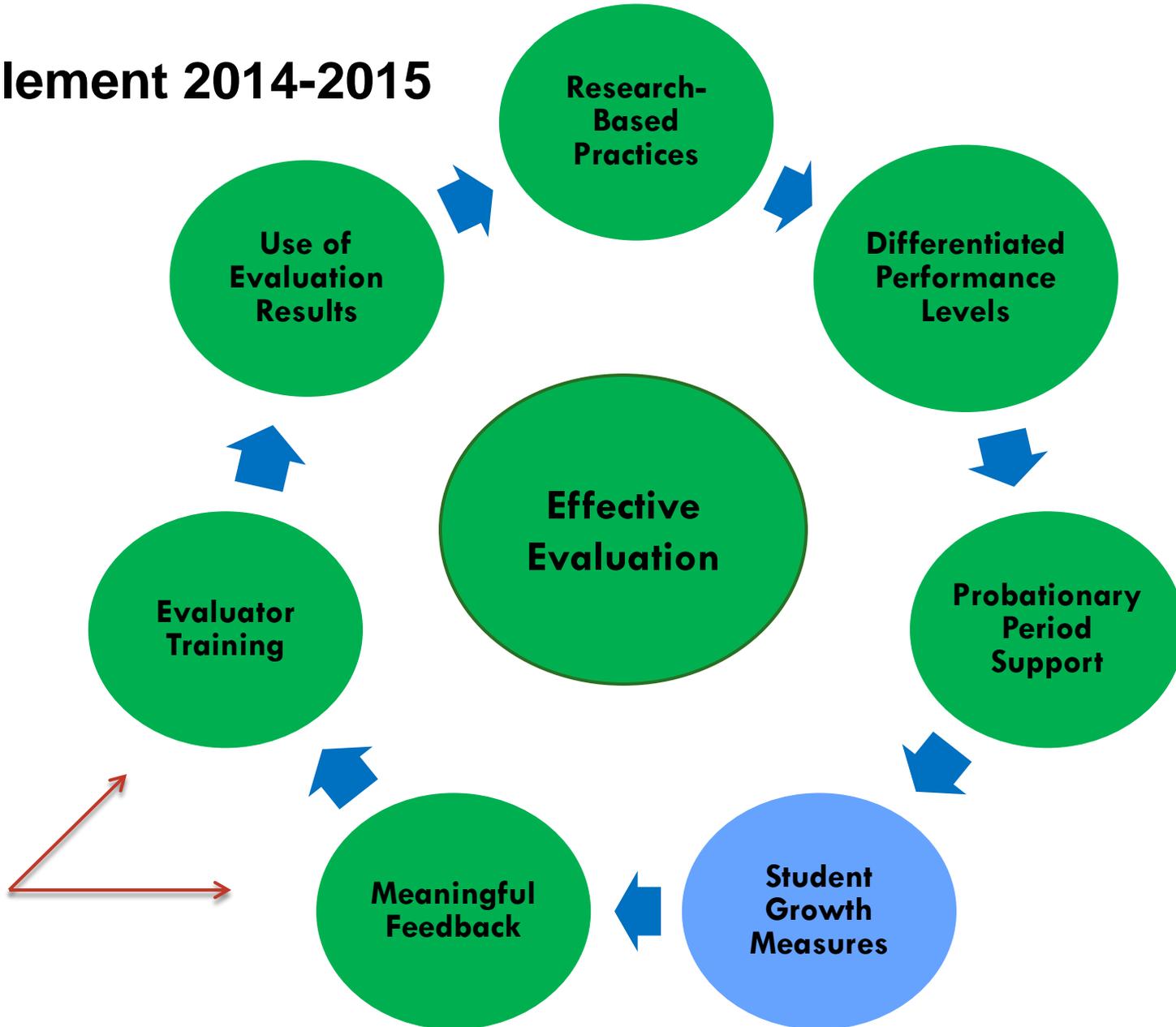
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Implement 2014-2015





Observations & Feedback

Home » Educator Growth Toolbox

Guidance

- [Guidelines for Evaluator Training](#)
- [Guidelines for Meaningful Feedback](#)
- [MET-Research for Video Observations](#)
- [Module 4 – Evaluator Training and Feedback Materials](#)
- [Module 4 – Evaluator Training and Feedback PowerPoint](#)

Training

- [Missouri Observation Simulation Tool \(MOST\) – click here to register for free!](#)
- [Regional Training Locations](#)
- [Regional Training Dates](#)

Monitoring

- [Regional Education Laboratories \(REL\) Central Study \(Coming Soon\)](#)
- [Core Data - Screen 18a](#)

- [Essential Principles](#)
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MOST

MISSOURI OBSERVATION SIMULATION TOOL
Getting The MOST Out Of Missouri Education



Welcome to the Missouri Observation Simulation Tool! MOST offers administrators a chance to practice assessing teacher performance in the classroom and providing meaningful feedback based on that assessment.

New User

Email Address:

First Name:

Last Name:

Password:

District:

Position:



[Privacy & Terms](#)

[Need Help logging in?](#) [Register](#)

Returning User

Email Address:

Password:

[Forgot Password](#) [Login](#)



Can I run this app?
FIND OUT NOW »

Click to learn more!

MOST

MOST supports districts and LEAs with implementation of the **Essential Principles** by allowing administrators to do the following:

- Practice observing teacher performance on a specific quality indicator using a bank of short, targeted videos
- Practice assigning a performance rating for each video and giving feedback to the featured teacher
- View a comparison of the assigned performance rating to a Master Score and other scores statewide

- [Support for Essential Principles](#)
- [Tips for Use](#)
- [FAQs](#)



Training Plans

**1.1 - Content knowledge an...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.1 - Content knowledge an...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.2 - Student Engagement**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.2 - Student engagement**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.2 - Student engagement**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.3 - Disciplinary researc...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.3 - Disciplinary researc...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**1.4 - Interdisciplinary in...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**2.1 - Cognitive, social, e...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**2.2 - Student goals**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**2.4 - Differentiated Lesso...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**2.5 - Prior Experiences, M...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**2.5 - Prior Experiences, M...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.1 - Instructional strate...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.1 - Instructional strate...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.2 - Appropriate use of i...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.2 - Appropriate use of i...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.3 - Cooperative, small g...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**4.3 - Cooperative, small g...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**5.1 - Classroom Management**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**5.1 - Classroom Management**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**5.2 - Management of time, ...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan

**5.2 - Management of time, ...**

[Not Yet Started](#) | [Discuss](#)

**5.3 - Classroom, school, a...**

[In Progress](#) | [Discuss](#) | [Copy](#)
Evidence to Another Plan



Observation 1

Artifacts

Unaligned Evidence

Evidence / Score

Evidence Collection

Observable Rubrics

- 1 Knowledge of Student... ▸
- 2 Knowledge of Content... ▸
- 3 Instructional Practice ▸
- 4 Learning Environment ▸
- 5 Assessment for Stude... ▸
- 6 Professional Respons... ▸
- 7 Professional Growth ▸

Evidence:

Keyboard Shortcuts:

S T d e g q r s

t



Observation 1 |
 Artifacts |
 Unaligned Evidence |
 Evidence / Score |
 Results Explorer |
 Evidence Comparison

Mean Score : User: 2.00
 Master Coder: 2.33 |
 User Mean Absolute Deviation : 0.33

1.1a: Describes developmental characteristics of students	Ineffective 0 of 2 (0%)	Developing 0 of 2 (0%)	Effective 2 of 2 (100.0%)	Highly Effective 0 of 2 (0%)
1.1b: Creates developmentally appropriate lessons	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.2a: Uses strategies to support learning and language acquisition	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.2b: Uses current research	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.3a: Meets diverse learning needs of each student	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.3b: Plans for student strengths, interests, and experiences	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.4a: Communicates with parents, guardians, and/or caregivers.	Ineffective 1 of 1 (100.0%)	Developing 0 of 1 (0%)	Effective 0 of 1 (0%)	Highly Effective 0 of 1 (0%)
1.5a: Incorporates the knowledge of school community and environmental factors	Ineffective 0 of 0 (0%)	Developing 0 of 0 (0%)	Effective 0 of 0 (0%)	Highly Effective 0 of 0 (0%)
1.5b: Incorporates multiple perspectives	Ineffective 0 of 1 (0%)	Developing 1 of 1 (100.0%)	Effective 0 of 1 (0%)	Highly Effective 0 of 1 (0%)

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Educator Growth TOOLBOX



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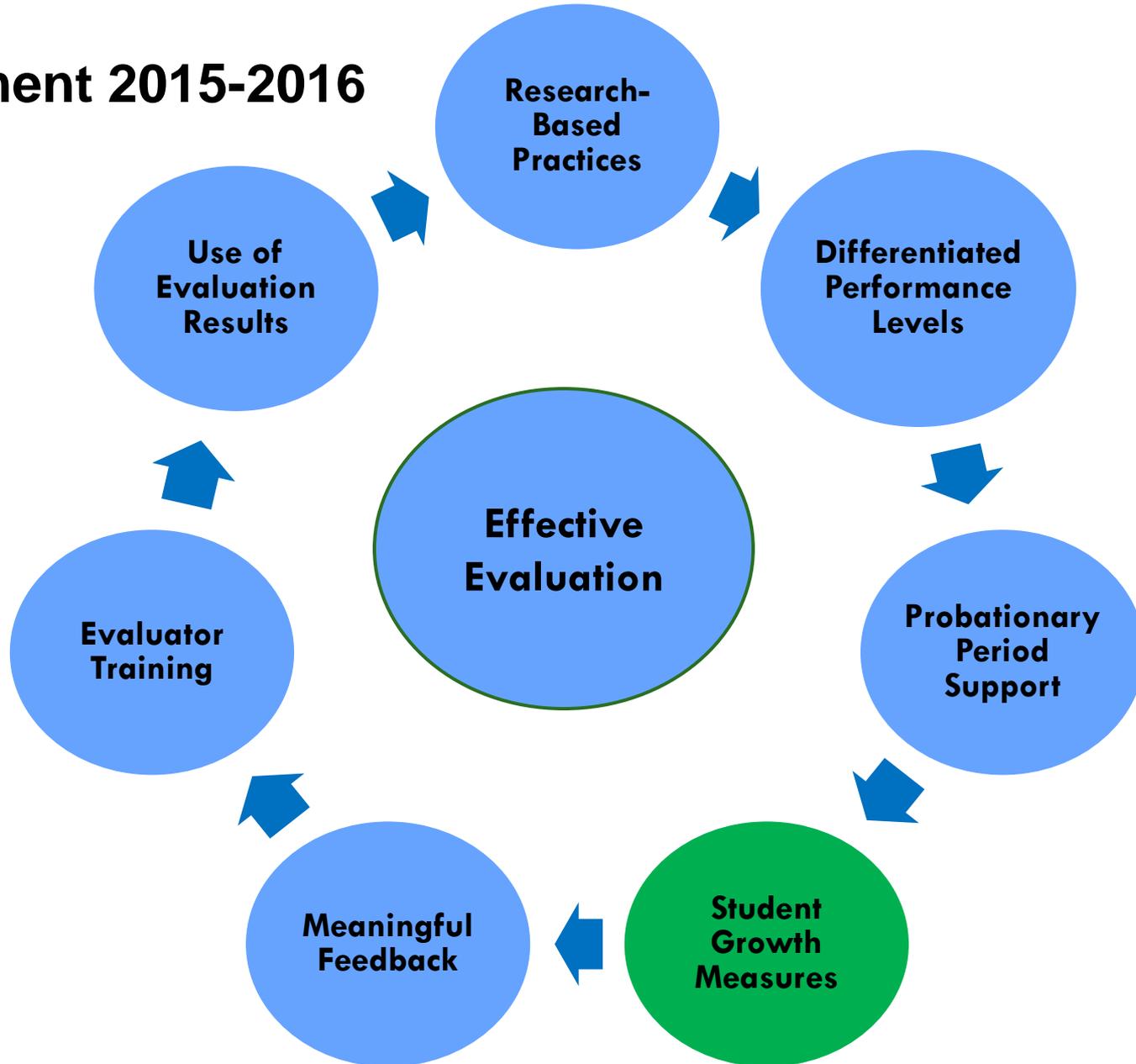
Resources

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Implement 2015-2016





Student Growth Data

Home » Educator Growth Toolbox

State Assessments

Guidance

- [Using State Assessments](#)
- [Module 3 - Student Growth Materials](#)
- [Module 3 - Student Growth PowerPoint](#)
- [Video: Using State Assessment Data for Educator Evaluation](#)
- [State and National Assessment Information](#)
- [College & Career Readiness - Assessment](#)

Training

- [Student Growth Webinar #1](#)
- [Student Growth Webinar #2](#)
- [Regional Training Locations](#)
- [Regional Training Dates](#)

Monitoring

- [Core Data Screen 18a](#)
- [Regional Education Laboratories \(REL\) Central Study \(Coming Soon\)](#)

Student Learning Objectives (SLOs) +

Data from Portfolios +

- [Essential Principles](#)
- [Model Evaluation System](#)
- [Observations & Feedback](#)
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- [Surveys](#)
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- [Professional Learning](#)

Guidance



- [SLO Handbook](#)
- [SLO Samples](#)
 - [1st grade Reading](#)
 - [2nd Grade Mathematics](#)
 - [3rd Grade Mathematics](#)
 - [4th Grade Music](#)
 - [7th Grade Comm Arts](#)
 - [8th Grade Art](#)
 - [9th Grade Honors Physics](#)
 - [10th Grade Chemistry](#)
 - [High School Spanish I](#)
 - [Kindergarten Physical Education](#)
 - [Pre-Kindergarten](#)
- [SLO Template](#)
- [Assessment Approval Checklist](#)
- [List of Recommended Assessments](#)
- [SLO Approval Checklist](#)
- [SLO Progress Tracker](#)
- [SLO Scoring Guide](#)
- [District Readiness Rubric](#)

Training

- [Training Information](#)
- [Regional Training Dates](#)
- [Regional Training Locations](#)

Monitoring

- [Regional Education Laboratories \(REL\) Central Study \(Coming Soon\)](#)
- [Core Data Screen 18a](#)

OVERVIEW

What is a Student Learning Objective?

A Student Learning Objective (SLO) is a measurable, long-term goal of academic growth that represents a portion of a teacher's impact on student learning. While the term "SLO" may seem new, the concept is actually a very familiar one in Missouri. Essentially, SLOs represent the process of gathering and analyzing student data, using that data to set student growth goals, and then assessing whether students have met those goals at the end of instruction. What is new about SLOs is that they offer a formalized, collaborative process for using student growth data in evaluations, especially for non-tested grades and subjects.



Why are SLOs Important?

Teaching Practice

The heart of SLOs—setting goals for students and measuring progress towards those goals—is all about good teaching practice. Moreover, using SLOs gives administrators an opportunity to let evaluation results drive professional learning opportunities for teachers.

Faculty Collaboration

Just as importantly, SLOs promote collaboration between teacher and administrator, which brings a sense of ownership to teachers in the overall evaluation process. Moreover, SLOs are non-competitive, which enables greater collaboration among teachers within and across grades and subjects.

Educator Evaluation

Missouri's Essential Principles of Effective Evaluation require that all districts use student growth data as a significant contributing factor in educator evaluations. SLOs provide an opportunity to examine student growth data by gathering baseline scores, setting measurable goals for improvement, and ultimately assessing growth with a summative test.

What are the Challenges?

Administrators should be prepared to answer questions about the fairness of evaluations using SLOs and consider the following points when developing their responses:

- It is less important for student growth to be measured in exactly the same way for all teachers than it is to apply consistent rules about how growth measures should factor into evaluations.
- Rigorous goals for student growth should be a feature of SLOs, but it may take more than one



What is a Student Learning Objective?



A Student Learning Objective (SLO) is a measurable, long-term goal of academic growth that represents a portion of a teacher's impact on student learning.

Using Student Growth Measures in Educator Evaluation

Training for Districts and Charter Schools

The Training

- Prepares districts to use student growth measures in their evaluation systems in accordance with the 7 Essential Principles of Effective Evaluation
- Provides a framework to examine student growth data from all subject areas and grade levels
- Promotes good teaching practice by giving teachers a structure to set goals, measure progress along the way, and reflect on growth
- Encourages collaboration from teacher-teacher, teacher-administrator, and administrator-administrator

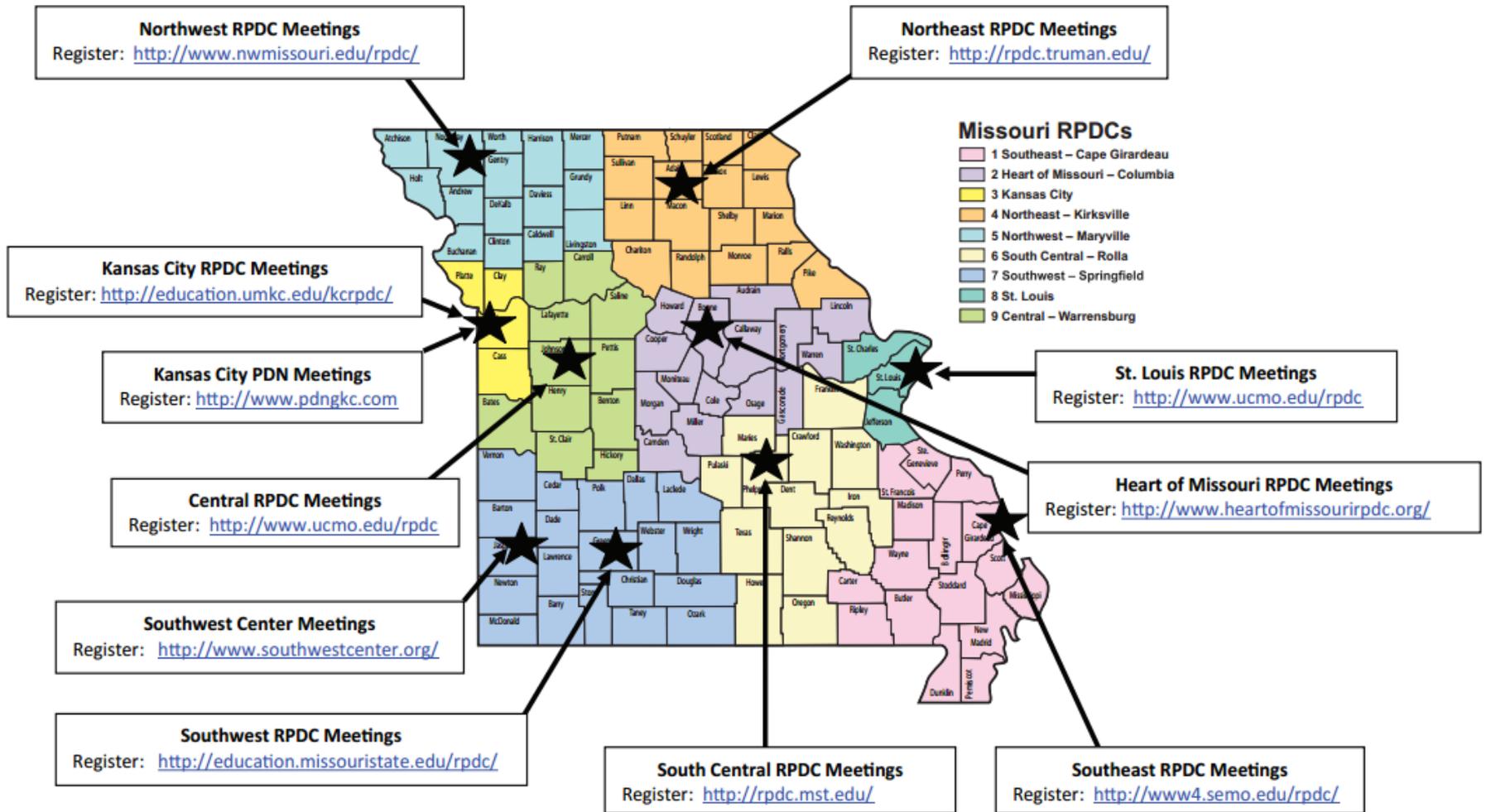


2014 – 15 Regional Trainings

What to Expect

- In-depth orientation to the Student Learning Objectives (SLO) process
- Step-by-step assistance implementing SLOs into the evaluation process
- Extensive practice using SLO materials and resources developed by the Department and various state and national partners
- Hands-on practice for administrators and teachers with writing and approving SLOs and analyzing summative scores

Visit www.dese.mo.gov/educator-growth-toolbox for specific locations



Educator Growth TOOLBOX

Student Growth Data

Home » Educator Growth Toolbox

- State Assessments +
- Student Learning Objectives (SLOs) +
- Data from Portfolios -

Guidance

- Portfolio Handbook
- Portfolio Rubric (Fillable)
- Portfolio Reflection Questions
- Portfolio Reflective Prompts
- K-3 Portfolio Reflection Example

- Essential Principles
- Model Evaluation System
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Professional Learning

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Guidance

- Professional Learning Guidelines - Complete
- Professional Learning Guidelines – Section 1
- Professional Learning Guidelines – Section 2
- Professional Learning Guidelines – Section 3
- Professional Learning Guidelines – Section 4
- Professional Learning Guidelines – Section 5
- Mentoring Program Standards
- Mentoring Program Standards (Appendix A)

Learning and Support

Monitoring

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Guidance +

Learning and Support -

For Teachers

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- [Effective Practices Video Library](#)
- [Regional Training Locations](#)
- [National Board Certification](#)
 - [Five Core Propositions](#)
 - [Certificates Available](#)
 - [Comparison of Missouri Certificates to Available National Board Certificates](#)
 - [National Board Certification Assessment Process](#)
 - [Eligibility Requirements](#)
 - [Missouri's National Board Teachers](#)

For Administrators

- [MoLEAD](#)
 - [Register now](#)
- [Leadership Academy](#)
 - [Register now](#)
- [Administrator Mentoring Program](#)
 - [AMP New Administrator Info](#)
 - [New School Leader Registration](#)
 - [AMP Mentor Application](#)
 - [AMP Mentoring Log Directions](#)
 - [AMP Logs](#)
 - [AMP Online Modules](#)
 - [Request a Mentor with MASA](#)
- [Regional Training Locations](#)
- [Regional Training Dates](#)

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Teacher Resources by Standard

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- Standard 1: Content Knowledge With Appropriate Instruction +
- Standard 2: Student Learning Growth and Development +
- Standard 3: Curriculum Implementation +
- Standard 4: Critical Thinking +
- Standard 5: Positive Classroom Environment +
- Standard 6: Effective Communication +
- Standard 7: Student Assessment and Data Analysis +
- Standard 8: Professionalism +
- Standard 9: Professional Collaboration +

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Teacher Resources by Standard

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Standard 1: Content Knowledge With Appropriate Instruction

Learning Opportunity/Resource	Resource Type
Regional Professional Development Centers	In-person sessions/courses
Carol Ann Tomlinson & Marcia B. Imbeau: Leading and Managing a Differentiated Classroom	Book
Doug Lemov: Teach Like a Champion: 49 Techniques that Put Students on the Path to College	Book
Emily Kissner: Summarizing, Paraphrasing, and Retelling: Skills for Better Reading, Writing, and Test Taking	Book
Heidi Hayes Jacobs: Curriculum 21: Essential Education for a Changing World	Book
Persida Himmele & William Himmele: Total Participation Techniques: Making Every Student an Active Learner	Book
Robert J. Marzano, Debra J. Pickering & Jane E. Pollock: Classroom Instruction That Works: Research-Based Strategies for Increasing Student Achievement	Book
Stephanie Harvey & Anne Goudvis: Strategies That Work: Teaching Comprehension for Understanding and Engagement	Book
Engage NY: English Language Arts and the Common Core	Videos
Engage NY: Math and the Common Core	Videos
Teaching Channel Videos: English Language Arts	Videos
Teaching Channel Videos: Math	Videos
Teaching Channel Videos: Science	Videos

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- Model Evaluation System
- Observations & Feedback
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Effective Practices Videos

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The Department is deeply committed to attracting, developing, and retaining a world-class corps of educators. This involves creating resources to support teachers and leaders throughout their career as educators.

The Effective Practice Video Library is one of these resources. The library features Missouri educators demonstrating effective teaching practices. It includes examples of instruction aligned to the *Missouri Model Teacher Standards and Indicators* and is designed to promote collaborative discussion, to help educators build observation and feedback skills, and as a tool for teaching and learning. Peer observation is used throughout a teacher's career, not just at the beginning but throughout, to promote professional learning and to allow a teacher to start questioning and improving their own teaching practice.

Essential Principles

Model Evaluation System

Observations & Feedback

Student Growth Data

Surveys

Professional Artifacts

Professional Learning

Standard 1: Content Knowledge Aligned With Appropriate Instruction

1.1 - Content knowledge and academic language

- Laura Grayson, 3rd Grade Teacher, 2006-2008 STARR Teacher, George R. Robinson Elementary, Kirkwood School District



- Beth Vernon, 8th Grade Earth & Space Science Teacher, 2006-2008 STARR Teacher, 2013 National Teacher Hall of Fame, Brittany Hill Middle School, Blue Springs School District



Questions to consider

How might the resources in the Educator Growth Toolbox assist you promoting educator growth in your teachers and leaders?

What further questions do you have?

Contact Us

Tim Wittmann

Email: timothy.wittmann@dese.mo.gov

Phone: 573-751-1191



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