

THE OFFICE OF EDUCATOR QUALITY



New Superintendents' Meeting

Standards to Evaluation Systems

July 15-16, 2013

Missouri Department
of Elementary and Secondary Education

Improvement / Evaluation

*The greatest challenge that most students experience is the level of **competence of the teacher.***

~ John Hattie

But what we really need is a conception of teacher evaluation as part of a *teaching and learning system* that supports **continuous improvement**, both for individual teachers and for the profession as a whole. Such a system should **enhance teacher learning and skill**, while at the same time ensuring that teachers who are retained and tenured can effectively support student learning throughout their careers.

~Linda Darling Hammond



Improvement / Evaluation

*First, it helps to be clear about why we even have teacher evaluation. Laws, of course, require it. But why are there laws? The first and most fundamental reason is because public schools are public institutions; they take public money, and the public has a right to **expect high-quality teaching**.*

~Charlotte Danielson

The true promise of classroom observations is the potential to **identify strengths and address specific weaknesses** in teachers' practice."

*~ Gathering Feedback for Teaching
MET Project Report, 2012*



Improvement / Evaluation

*“The effects of ‘increases in teacher quality’ **swamps the impact** of any other educational investment, such as reductions in class size”*

~ Goldhaber

*“Having a high-quality teacher throughout elementary school **can substantially offset or even eliminate** the disadvantage of low socio-economic background”*

~ Rivkin, Hanushek, & Kain

*The most valuable evaluation model will not only meet state legislative requirements, it must produce gains in student learning. The model must evaluate teachers and, just as importantly, **improve their classroom performance** over time.*

~ Robert Marzano



ESEA Flexibility Waiver

June, 2012

#1
Develop College and Career Ready Expectations for All Students

Missouri Learning Standards and State Assessment Alignment

English Language Arts

Mathematics

#2
State Developed Differentiated Recognition, Accountability and Support

MSIP 5
Missouri School Improvement Program

Performance Standards

Resource and Process Standards

#3
Supporting Effective Instruction and Leadership

Educator Evaluation

New Teacher and Leader Standards

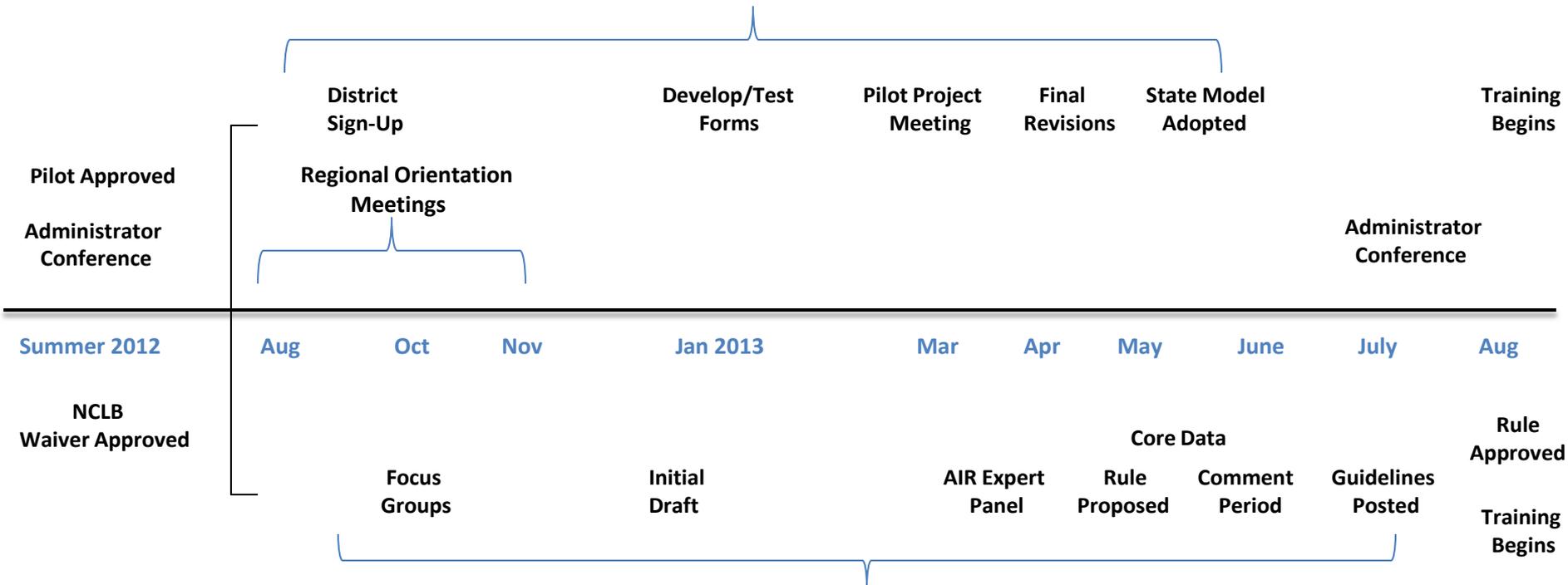
Essential Principles of Effective Evaluation

Missouri Model Evaluation System



Educator Evaluation

Statewide Pilot Project of the Educator Evaluation System



Develop Guidelines for the Essential Principles

- ✓ Probationary Period Support
- ✓ Student Growth Measures
- ✓ Meaningful Feedback
- ✓ Evaluator Training
- ✓ Professional Learning
- ✓ Evaluation Policy





Jay Nixon, Governor
Chris L. Nicastro, Commissioner

[A-Z Index](#) | [Site Map](#)

Adult Learning & Rehab. Services

College & Career Readiness

Data System Management

Early & Extended Learning

Educator Quality

Financial & Admin. Services

Quality Schools

Special Education

Stay informed about Missouri public education and our path to the Top 10!



- 1 2 3 4 5 6 7

News & Updates

- ▶ Department Issues Guidance on Student Transfers (**Revised June 27**)
- ▶ Board Recommends Early Childhood Readiness Tool
- ▶ New Assessments Focus on Preparing Future Teachers for the Classroom
- ▶ K-12 and Higher Education Departments Plan for Future of Missouri Education
- ▶ Missouri Learning Standards | Common Core Meeting Information

[more news...](#)



Quick Links

- ▶ [A-Z Index](#)
- ▶ [About Us](#)
- ▶ [Calendars](#)
- ▶ [Careers](#)
- ▶ [Communications](#)
- ▶ [Contact Us](#)
- ▶ [School Directory](#)
- ▶ [School Laws & Regulations](#)
- ▶ [State Board of Education](#)

Memos | Administrators | Teachers | Families | FAQs | Helpful Links | Social Media

- ▶ 06-17-13 - 2013 Data Release Reminders
- ▶ 06-03-13 - Changes in Certification Processing Fees
- ▶ 05-29-13 - Substitute System for Time and Effort Reporting Update
- ▶ 05-16-13 - Change in ParaProfessional Test
- ▶ 04-23-13 - Data Release and Appeals Process
- ▶ 04-05-13 - Verification of Data Used in FY14 Title I and Part B IDEA Allocation Calculations
- ▶ 03-28-13 - Change in SMARTER Balanced Volunteer Pilot
- ▶ 03-19-13 - Missouri School Improvement Program (MSIP) Items Not Waived Checklist
- ▶ 03-15-13 - FY13 Federal Allocations Update

[more...](#)



Google Search
Advanced Search

- About Office of Educator Quality
- Administrative Memos
- Certification
- Educator Development
- Educator Evaluation**
- Educator Preparation
- Recognition & Awards
- Recruitment & Retention
- Webinars
- Web Applications



Home >> Educator Quality

Office of Educator Quality

News and Updates

Improving students' learning requires the improvement of the effective practice of those teaching in classrooms and providing leadership in schools. As such, Missouri's new Model Evaluation System focuses on the formative development of teachers and leaders.

Listen to the recorded webinars on the Redesign for Educator Preparation.

How Do I Find?

- ▶ Awards and Recognition
- ▶ Educator Standards and Evaluation Systems
- ▶ Fingerprint Information
- ▶ Milken Awards
- ▶ Praxis
- ▶ Substitute Applications
- ▶ Teacher of the Year
- ▶ Title II

Get ADOBE READER
About Video

Email: Educator Quality
Phone: 573-751-2931 Fax: 573-526-3580
Last Revised: March 8, 2013
Note To Our Users | Accessibility | Online Privacy/Security Policy
"Missouri public schools: the best choice. . .the best results!"
©2012 Missouri Department of Elementary and Secondary Education

Google Search Go

- [Advanced Search](#)
- [About Office of Educator Quality](#)
- [Administrative Memos](#)
- [Certification](#)
- [Educator Development](#)
- [Educator Evaluation](#)
- [Educator Preparation](#)
- [Recognition & Awards](#)
- [Recruitment & Retention](#)
- [Webinars](#)
- [Web Applications](#)

Get **ADOBE** READER™

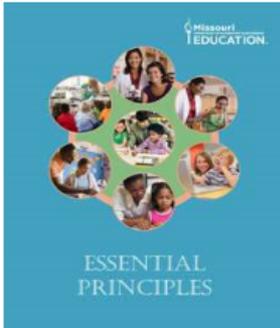
About Video

Effectively Evaluating Educators

Welcome to our Effectively Evaluating Educators web page. This page is designed to provide information regarding technical assistance and support for the Model Evaluation System, Educator Standards, and Essential Principles.

How Do I Find?

- ▶ [Brochure](#)
- ▶ [Flier](#)
- ▶ [FAQs](#)

 <p style="font-size: 24px; font-weight: bold; color: white;">Model Evaluation System</p> <p style="font-size: 12px; color: white;">MISSOURI EDUCATOR EVALUATION SYSTEM</p> <p style="font-weight: bold; color: blue;">Click Here for the Model Evaluation System</p>	 <p style="font-size: 24px; font-weight: bold; color: white;">Educator Standards</p> <p style="font-size: 12px; color: white;">MISSOURI EDUCATOR EVALUATION SYSTEM</p> <p style="font-weight: bold; color: blue;">Click Here for the Educator Standards</p>
 <p style="font-size: 18px; font-weight: bold; color: white;">ESSENTIAL PRINCIPLES</p> <p style="font-weight: bold; color: blue;">Click Here for the Essential Principles of Effective Evaluation</p>	



Google Search
Advanced Search

About Office of Educator Quality

Administrative Memos

Certification

Educator Development

Educator Evaluation

Educator Preparation

Recognition & Awards

Recruitment & Retention

Webinars

Web Applications



Missouri's Educator Evaluation System

Improving students' learning requires the improvement of the effective practice of those teaching in classrooms and providing leadership in schools. As such, Missouri's new Educator Evaluation System focuses on the formative development of teachers and leaders.

Newly revised and approved Model!!

State Board Approves Missouri's Model Educator Evaluation System (May 14, 2013)

Hear teachers talk about their experiences in the Pilot of the Educator Evaluation System

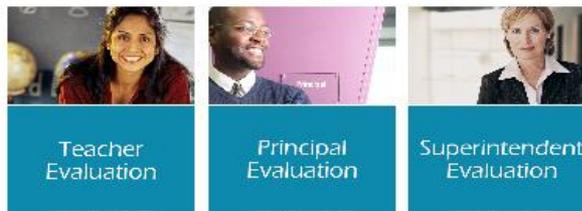


▶ Educator Evaluation System Pilot Project

Guiding Documents

- Table of Contents
- Executive Summary
- Missouri Theory of Action
- Statutory Authority
- Ethics Statements
- Essential Principles of Effective Evaluation
- Professional Frames of the Educator and Data Sources

Educator Evaluation Tools



How Do I Find?

- ▶ Brochure
- ▶ Flier
- ▶ FAQs

Important Revisions

June 2012	May 2013
Emphasis on Growth	Performance Rubrics changed to Growth Guides
Clear performance Progressions	Level to level (Emerging-Developing-Proficient-Distinguished) is consistent with the Dreyfus Growth Model for teacher and for principal
Revised Superintendent language	Revise language on the superintendent indicators to create greater clarity for board members
Evidence	Revised sources of evidence aligned to indicators in each standard based on pilot experiences
Research	Additional research aligned to indicators and focused on effect size and best practices that improve student achievement
Novice educators	Development of a process for focusing on particular, significant practices in the novice teacher's first two years
Meaningful feedback	Development of forms to provide meaningful feedback designed to promote growth in practice
Accurate Determinations	Development of Summative Evaluation Forms

Pilot Project Data

...by the numbers

Important Numbers	Important Outcomes
Over 560	Teacher data samples submitted reflecting growth on different indicators during the piloting of the state model
90.1	The percent of teachers (over 500) that experienced growth on a specific educational practice using the state model
1 . 99	The average amount of growth a teacher experienced on the 0 – 7 rating scale (movement from level to level)
25 . 7	The percent of teachers that experienced growth in practice specifically in the area of student assessment and data analysis (Standard 7)
Over 170	Principal data samples submitted reflecting growth on different indicators during the piloting of the state model
92 . 9	The percent of principals (nearly 160) experienced growth on a specific educational practices using the state model
1 . 36	The average amount of growth a principal experienced on the 0 – 7 rating scale
39 . 1	The percent of principals experiencing growth in practice specifically in the area of teaching and learning (Standard 2)

Google Search Go
Advanced Search

- [About Office of Educator Quality](#)
- [Administrative Memos](#)
- [Certification](#)
- [Educator Development](#)
- [Educator Evaluation](#)
- [Educator Preparation](#)
- [Recognition & Awards](#)
- [Recruitment & Retention](#)
- [Webinars](#)
- [Web Applications](#)

Get **ADOBE** READER™
About Video

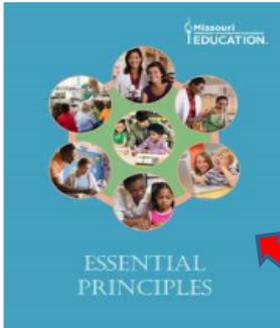
Effectively Evaluating Educators

Welcome to our Effectively Evaluating Educators web page. This page is designed to provide information regarding technical assistance and support for the Model Evaluation System, Educator Standards, and Essential Principles.

How Do I Find?

- ▶ [Brochure](#)
- ▶ [Flier](#)
- ▶ [FAQs](#)

 <p style="font-size: 24px; font-weight: bold; color: white;">Model Evaluation System</p> <p style="font-size: 10px; color: white;">MISSOURI STATE EDUCATION SYSTEM</p> <p style="font-weight: bold; color: blue;">Click Here for the Model Evaluation System</p>	 <p style="font-size: 24px; font-weight: bold; color: white;">Educator Standards</p> <p style="font-size: 10px; color: white;">MISSOURI STATE EDUCATION SYSTEM</p> <p style="font-weight: bold; color: blue;">Click Here for the Educator Standards</p>
--	---



Click Here for the Essential Principles of Effective
Evaluation

Email: Educator Quality
Phone: 573-751-2931 Fax: 573-526-3580
Last Revised: July 3, 2013



Google Search Go
Advanced Search

- About Office of Educator Quality
- Administrative Memos
- Certification
- Educator Development
- Educator Evaluation
- Educator Preparation
- Recognition & Awards
- Recruitment & Retention
- Webinars
- Web Applications



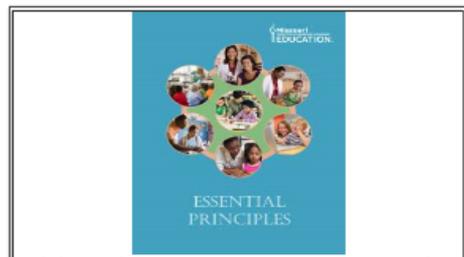
Home >> Educator Quality

Essential Principles of Effective Evaluation

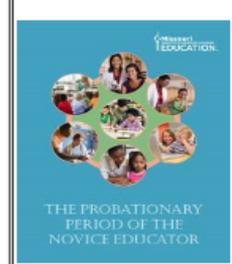
Welcome to our Essential Principles of Effective Evaluation web page. This page is designed to provide information regarding technical assistance and support for the principles that guide the effective evaluation of educators.

How Do I Find?

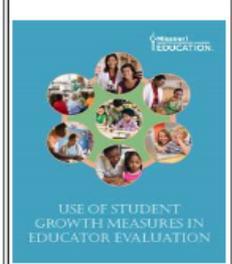
- Educator Evaluation System
- Educator Standards



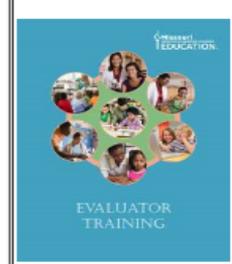
Click Here for an Overview and Introduction to the Essential Principles of Effective Evaluation



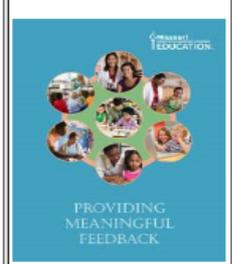
Click Here for The Probationary Period of the Novice Educator



Click Here for Use of Student Growth Measures in Educator Evaluation

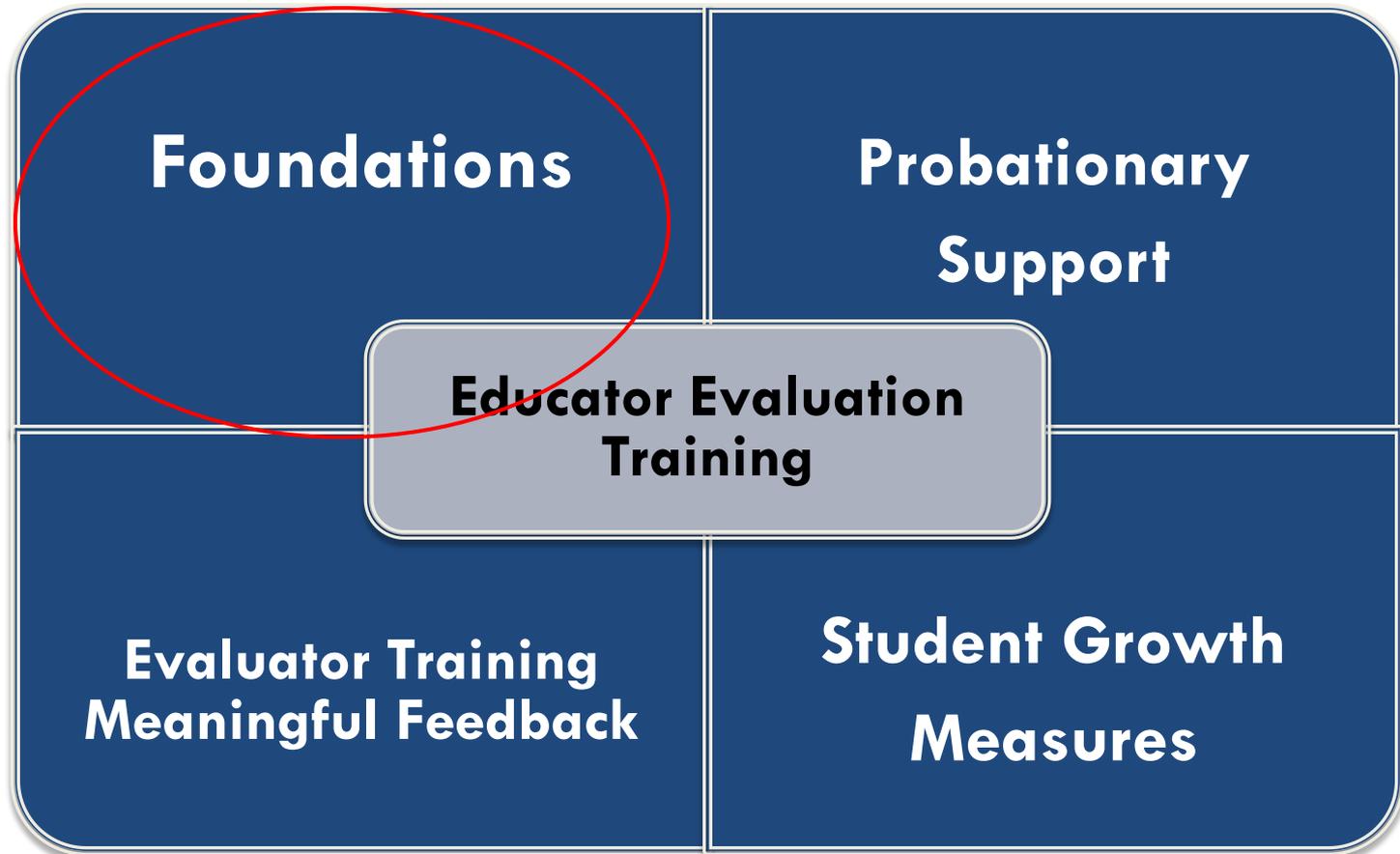


Click Here for Evaluator Training



Click Here for Providing Meaningful Feedback

2013-2014 Training Roadmap



Foundations

1. Growth Mindset:

Begin to think about how you could either develop or expand a growth-mindset among staff, one which would be necessary for effective implementation of an educator evaluation system.

2. Understanding New Missouri Teacher Standards:

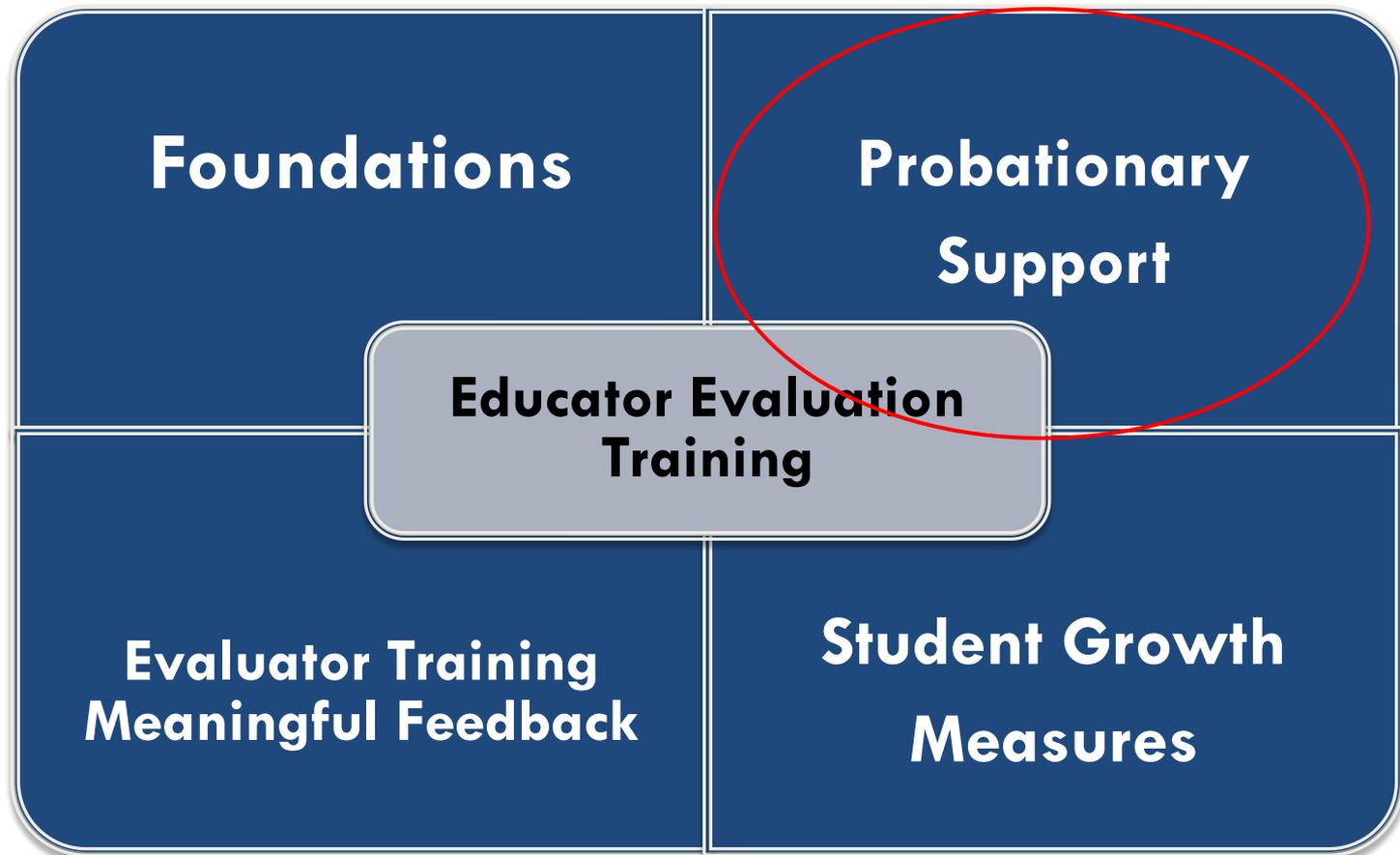
Create a working plan for getting teachers involved more deeply in “understanding” the new Missouri teacher standards and indicators.

3. Manageability:

Begin to construct a manageability plan for how educator evaluation could be conducted effectively within the time constraints of a school year.



2013-2014 Training Roadmap



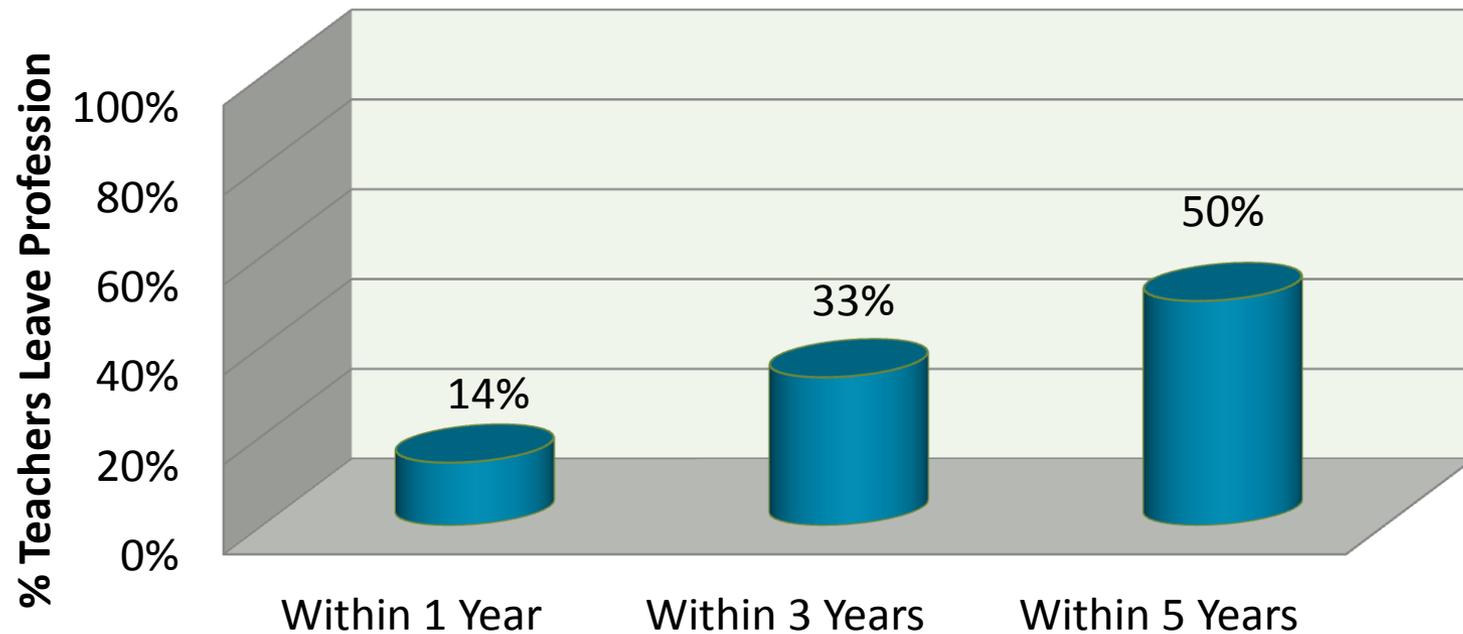
The Fiscal Hurt...

*It is estimated that teacher attrition has grown by 50 percent over the past 15 years—costing roughly **\$7 billion a year**, as districts and states recruit, hire, and try to retain new teachers.*

NEA Today Magazine, 2008



Teacher Attrition Rates

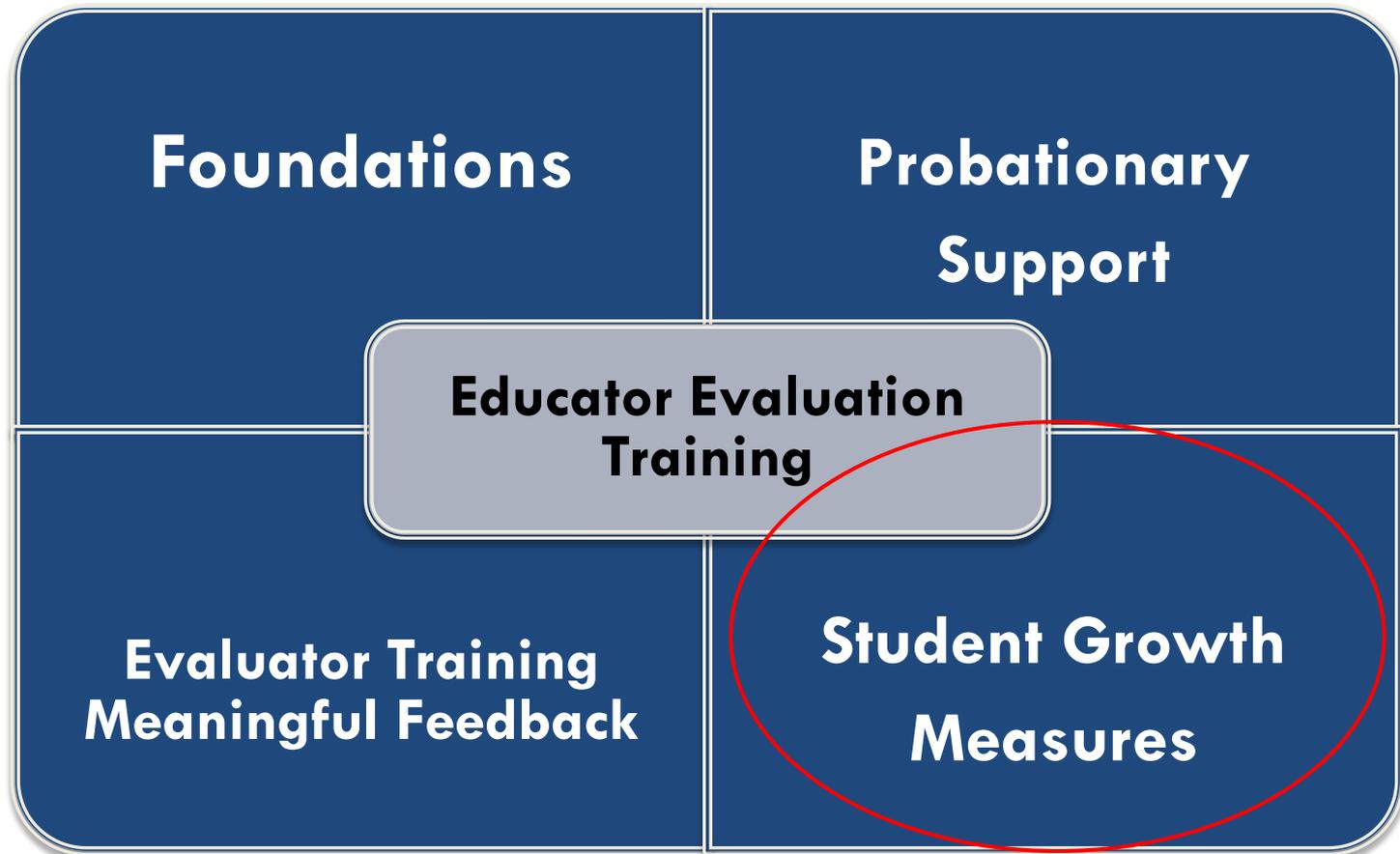


Probationary Support

- 1) Understand the **needs of the year 1, 2, and 3-5 educator** and way in which to establish a support system to identify those needs.
- 2) Understand the components of a **comprehensive induction system.**
- 3) Create a plan for the **probationary teacher's experience with the Educator Evaluation System.**



2013-2014 Training Roadmap



Student Growth Measures

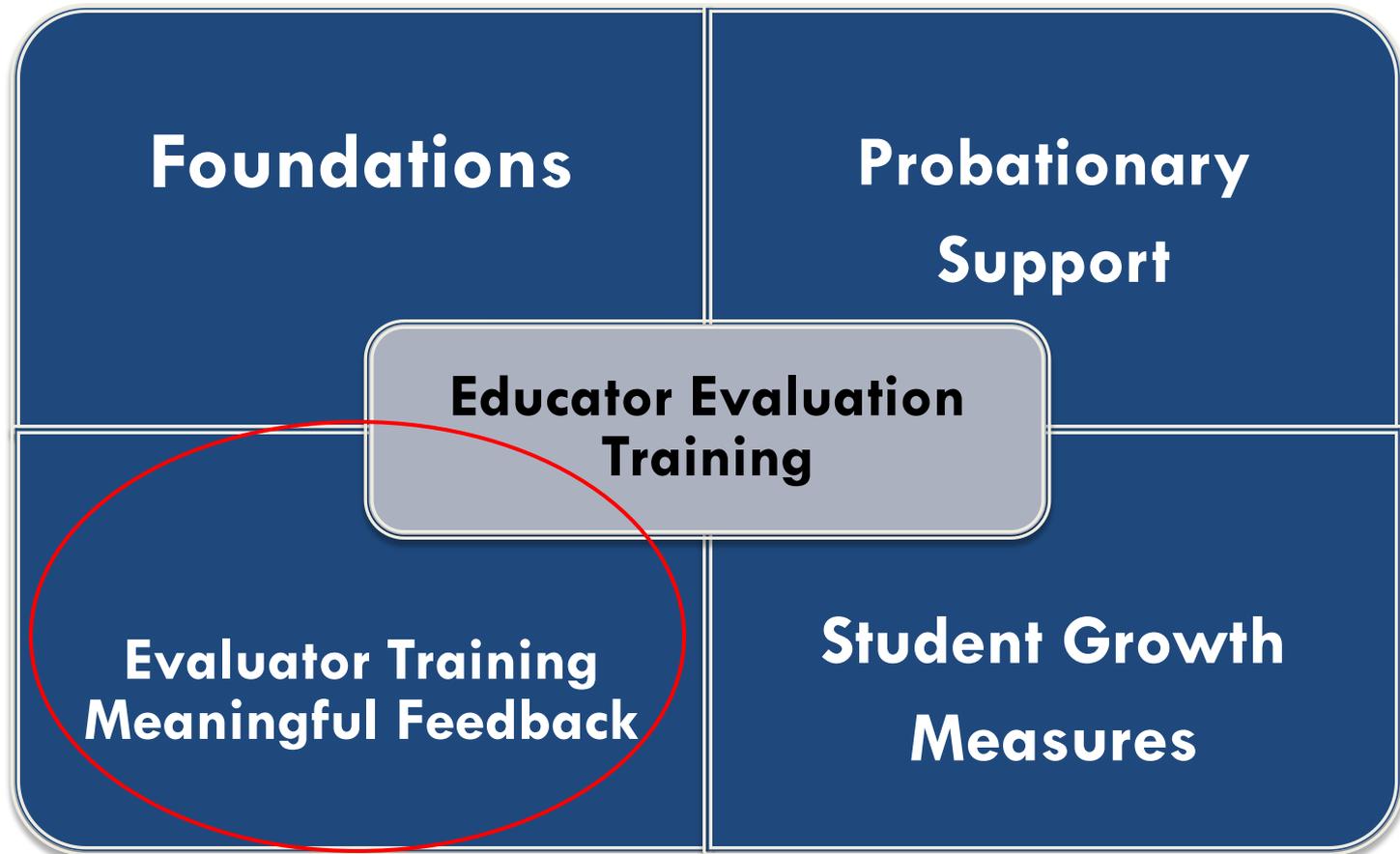
- 1) Determine **current reality** in the use of student growth as a component of a comprehensive educator evaluation system
- 2) Identify the **key components that can be used as student growth measures** within educator evaluation system.
- 3) Develop a strategy for using **state assessment data** as a contributing factor in educator evaluation
- 4) Develop a **sample Student Learning Objective (SLO)** using the educator growth plan
- 5) Create a plan for **educating/modeling to staff how to create SLO**



Student Learning Objectives (SLO)

Key Component	Description	Example
Population	<ul style="list-style-type: none"> -Identifies the specific population -Includes a majority of the students -Specifies any agreed upon exceptions 	<ul style="list-style-type: none"> -32 third grade students -All 9 students in Algebra II
Learning Context	<ul style="list-style-type: none"> -Identifies the essential content area -States the academic concept or skills to be taught -Aligns with curriculum standards 	<ul style="list-style-type: none"> -Causes of the Civil War -Notes of the music scale
Time Interval	<ul style="list-style-type: none"> -Clearly states the time students have to reach goal -Appropriate to content complexity -Realistic and attainable 	<ul style="list-style-type: none"> -Semester (12 weeks) -Formative assess. cycle 2 to 4 week unit
Growth Target	<ul style="list-style-type: none"> -Includes baseline data -Predicts expectation or gain anticipated -Rigorous/realistic for at least $\frac{3}{4}$ of identified population 	<ul style="list-style-type: none"> -At least 80% of students will score 75 or higher -90% demonstrate mastery
Rationale	<ul style="list-style-type: none"> -How objective is connected to student needs -States how and why it is appropriate and rigorous -Tied to district and/or state curriculum standards -Connects to educator standard & quality indicator -Aligns to and supports goals of improvement plan 	<ul style="list-style-type: none"> -Address low reading scores -Supports CSIP goal #... -Based on student proficiency, students will...
Instructional Strategies	<ul style="list-style-type: none"> -Method of instruction or key strategies -Includes specific interventions where needed -Specific approach to be used in the classroom 	<ul style="list-style-type: none"> -Small group instruction -Peer to peer teaching -Progress monitoring
Assessment	<ul style="list-style-type: none"> -Measures growth, gain, or change expected -Connects teacher, student, & expectations -Is fair, credible, reliable and comparable 	<ul style="list-style-type: none"> -End-of-course exam -District-developed test -End of unit project

2013-2014 Training Roadmap



Evaluator Training / Feedback

- 1) Deeper understanding of the components which allow for **meaningful and descriptive** feedback
- 2) Deeper understanding of **components of evaluator training**
- 3) **Practice and reflect upon** own skillset of giving meaningful, descriptive feedback and inter-rater reliability.



Meaningful Feedback

1. Keep the ***event and the feedback tightly connected***, it should occur as immediate as possible
2. Although documentation is important, feedback is not about forms; ***it's a conversation***
3. Feedback is ***actionable information that motivates***; it leads to something next
4. Feedback should be given in ***digestible doses***; it's ineffective to drink from a fireman's hose



Evaluator Training

- **Establish a level of competence at assessing an educator's performance**
 - one-to-one coaching*
 - paired observations*
 - group collaboration*
 - use of videos*
- **District determined acceptable rating**
 - deep understanding of the rationale for the tool and the appropriate use*
 - fully understand the different points on the scale and learn to differentiate between them*



Evaluator Training

- **Recognize potential for bias**
 - evaluator's preference, prior experience
 - history between evaluator and teacher
- **Follow-Up Training**
 - includes multiple practice opportunities at authentic scoring
 - score lessons, provide feedback which includes explanations as to why scores differ
 - overall goal: replication of correct ratings



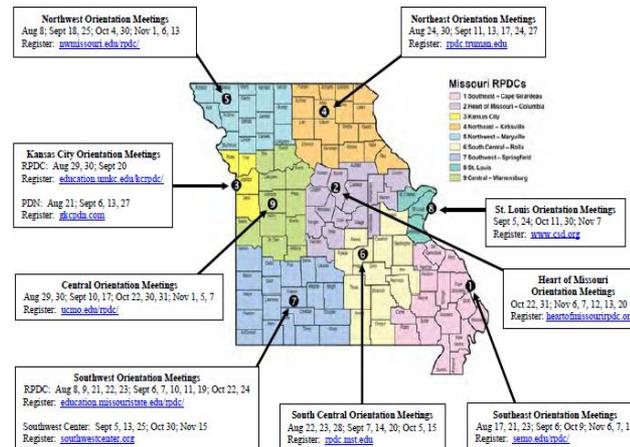
Educator Evaluation Trainings Scheduled (so far)

29

Module 1: Foundations 30 trainings

August 7, 2013
through
July 1, 2014

Missouri Educator Evaluation System
Regional Orientation Meetings



Module 2: Probationary Period Support 30 trainings

August 9, 2013
through
July 2, 2014

Module 3: Student Growth Measures 31 trainings

September 26, 2013
through
July 16, 2014

Module 4: Evaluator Training / Feedback 30 trainings

October 7, 2013
through
July 17, 2014



Central RPDC

<http://www.ucmo.edu/rpdc/>

CSD of St. Louis

<http://www.csd.org/>

Heart of MO RPDC

<http://www.heartofmissourirpdc.org/>

Kansas City Professional Development Network

<http://www.gkcpdn.com>

Kansas City RPDC

<http://education.umkc.edu/kcrpdc/>

Northeast RPDC

<http://rpdc.truman.edu/>

Northwest RPDC

<http://www.nwmissouri.edu/rpdc/>

South Central RPDC

<http://rpdc.mst.edu/>

Southeast RPDC

<http://www4.semo.edu/rpdc/>

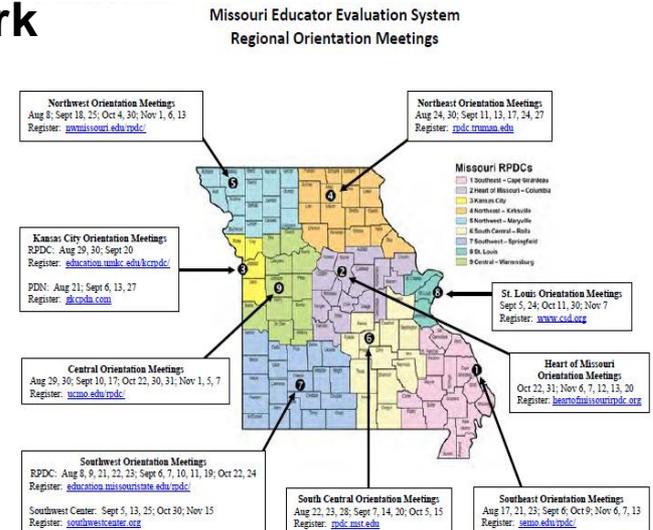
Southwest Center

<http://www.southwestcenter.org/>

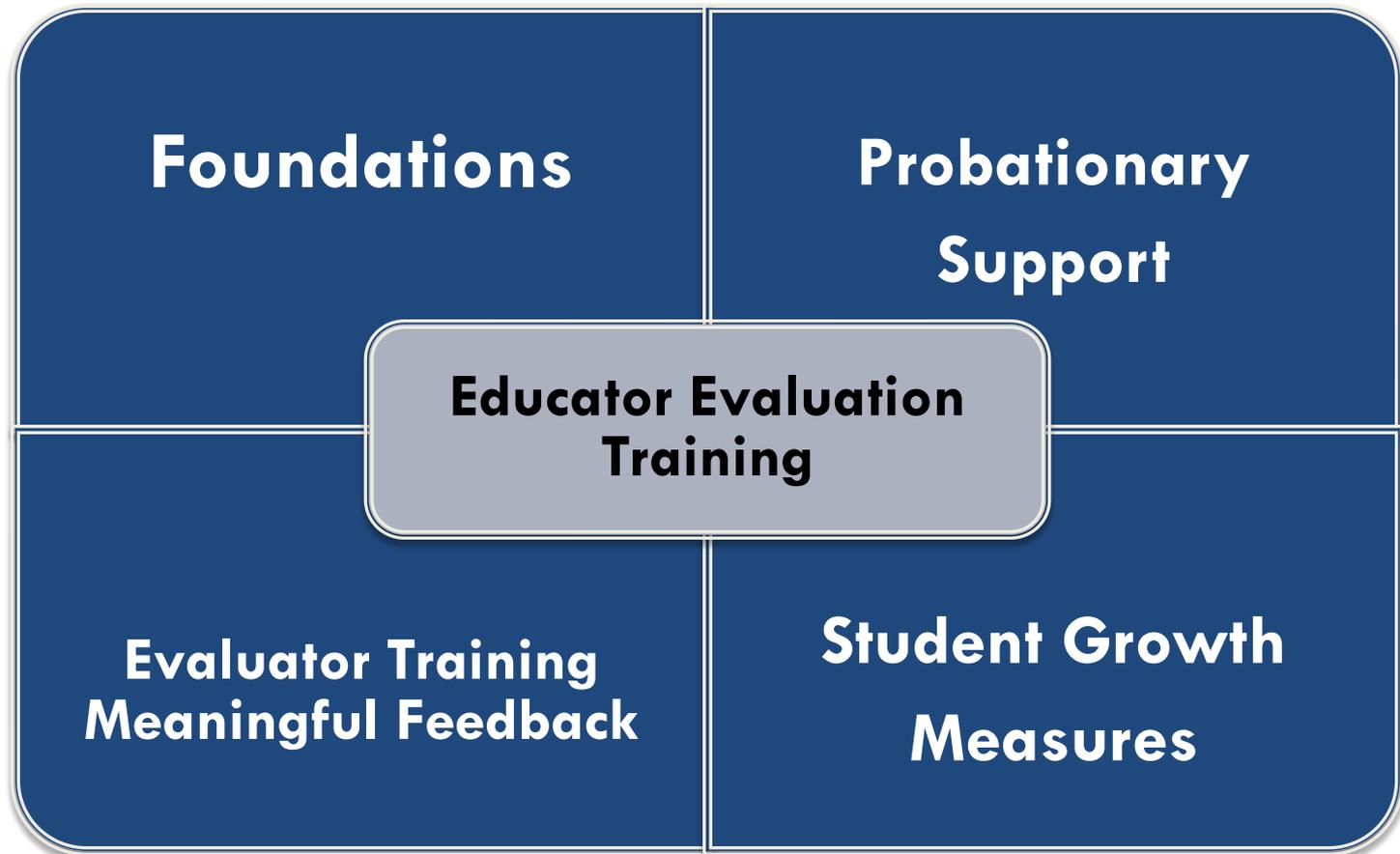
Southwest RPDC

<http://education.missouristate.edu/rpdc/>

Educator Evaluation Training Locations



What does your district need?



Contact Us:

Paul.Katnik@dese.mo.gov

573-751-2990

573-751-2931

