Kenai Peninsula Borough School District's Implementation of its Teacher Evaluation System

Presentation to AASA Fall Conference

Dr. Steve Atwater, Superintendent
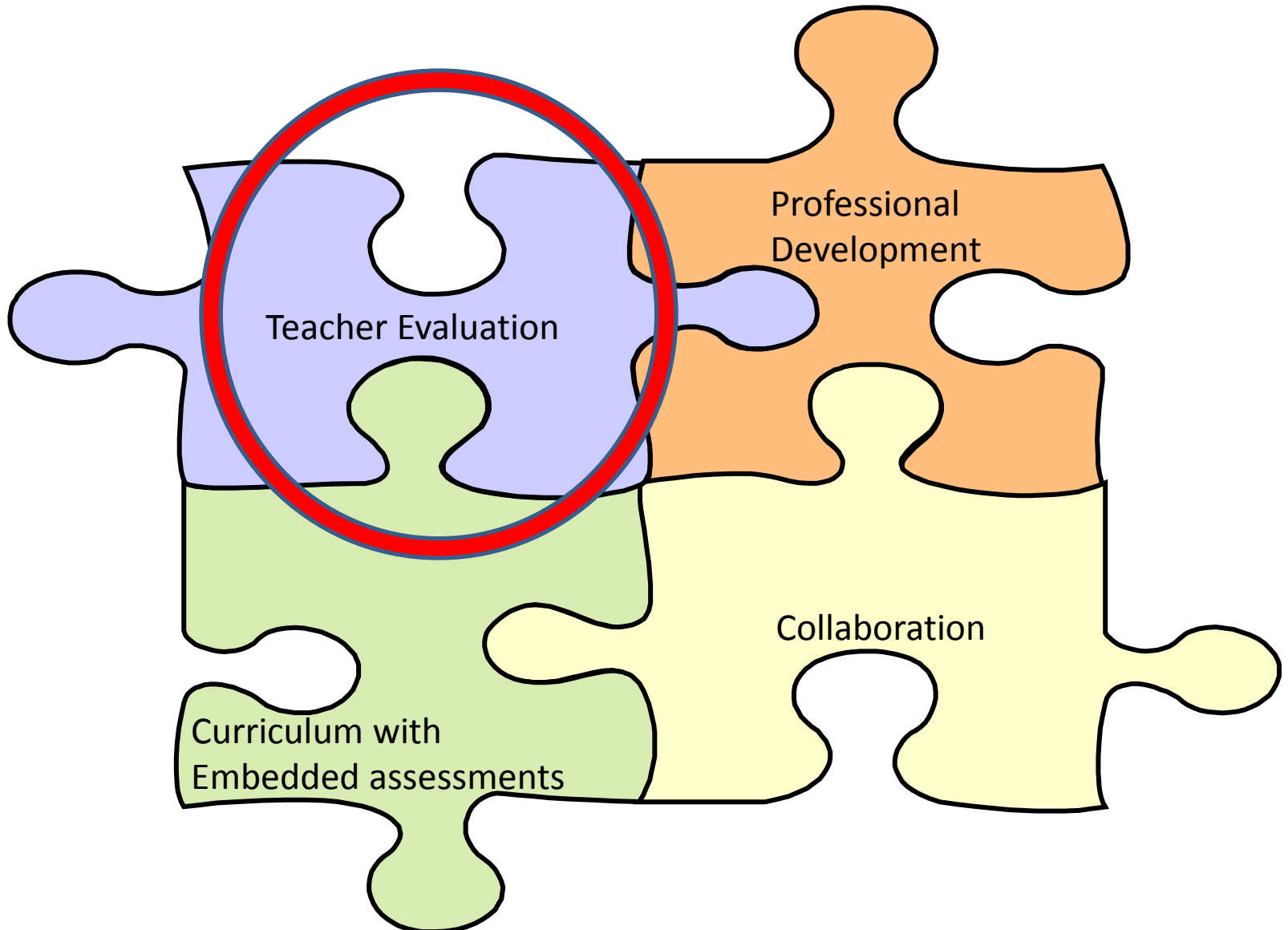
September 27, 2013

Four Keys To A Highly Reliable School District

- Sustaining a commitment to a dual bottom line

- Centralized procedural control and standardization

- Flexibility with situational improvisation
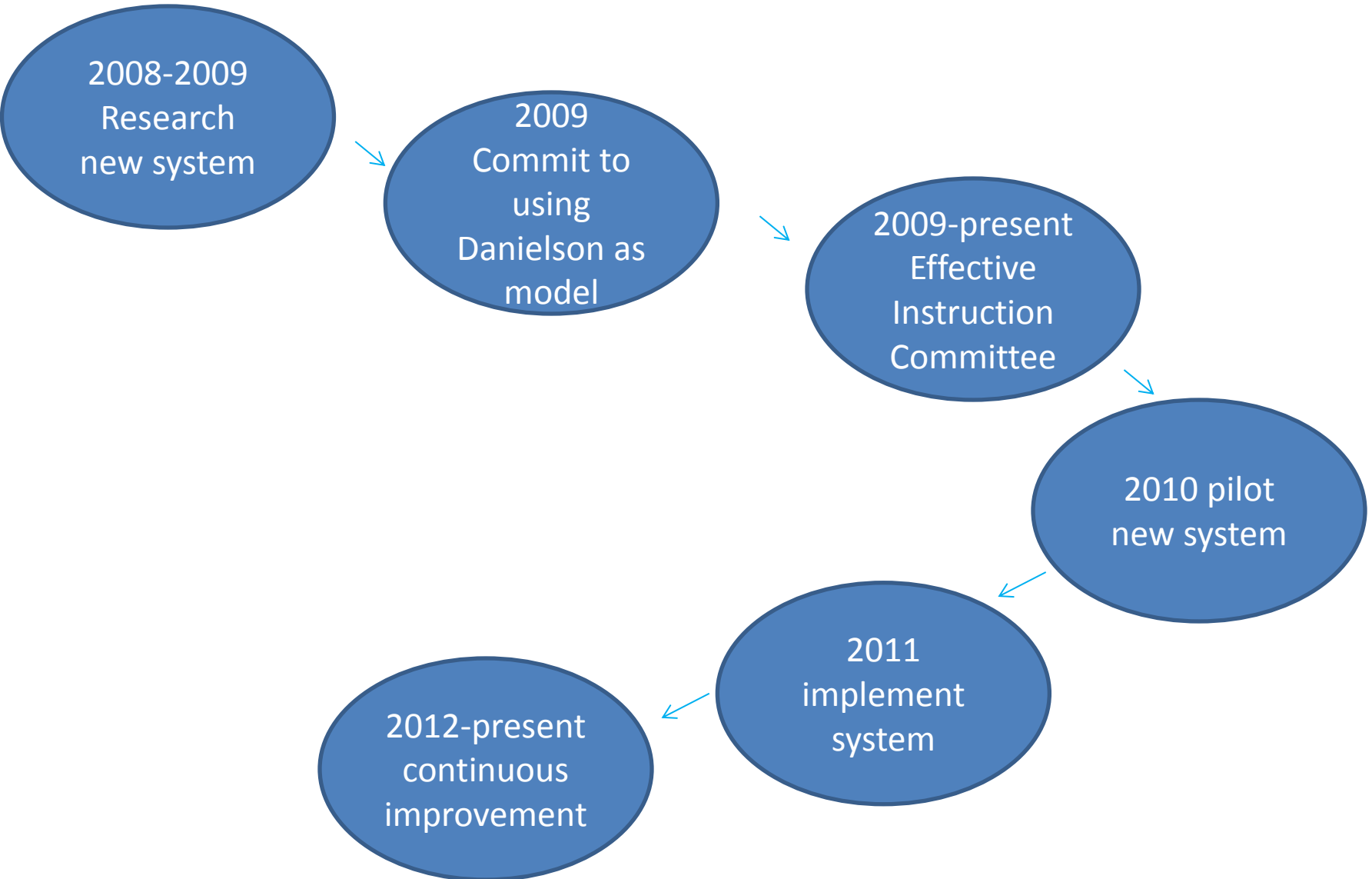
- Combining opposite operating modes

Teacher Evaluation, One Piece of the Effective Instruction Puzzle

Our Teacher Evaluation System Provides Focus

- Evaluation process helping to drive <u>intentional</u> instruction

- Commitment to training our principals
  - interrater reliability (Teachscape)

- Unrelenting focus on 3c

- Evaluation process helps focus our collaborative work

- Evaluation process driving professional development and providing feedback on our curriculum/assessment

KPBSD's Evaluation Journey

2008-2009 Research new system

2009 Commit to using Danielson as model

2009-present Effective Instruction Committee

2010 pilot new system

2011 implement system

2012-present continuous improvement

Getting Started

- KPEA and KPBSD – a partnership

- Committee work
  - 4 teachers including KPEA president
  - 3 principals
  - 2 District Office
  - Board member

- Information for Improvement
  - Semi-annual surveys
  - Administrator feedback
  - Site Councils
  - Board work sessions

- Upcoming changes
  - More Board and community involvement

Early Steps & Next Steps

- Calibration
  - Dedicated time at all administrator meetings
    - Video
    - Real evaluations – evidence
  - Utilize quality processes
  - Vocabulary
  - Focus on engagement
  - Decide what should be in narrative
  - Next steps
    - Use our own teachers in videos (Teachscape focus and Berc)
    - Peer walkthroughs – structured
    - Electronic observation gathering (Rediker's electronic observation tool)

The Framework for Teaching Evaluation Tool

- 4 Domains

- 22 Components

- 76 Elements

- Rubric descriptions for each level of performance (LoP)

- Critical attributes for each (LoP)

- Possible examples for each (LoP)

Refinement

- Danielson model- is too much when taken as a whole
  - Fitting our needs and priorities

  - Condensing components and elements

  - Different for tenured and non-tenured

  - What makes sense for us....

# Process to follow for success

- Need
  - KPEA - Buy in
  - Teacher and administrator training
    - Modules, key leaders at the schools

- Committee
  - Planning
    - On Going
  - Leaders – become co-facilitators and presenters
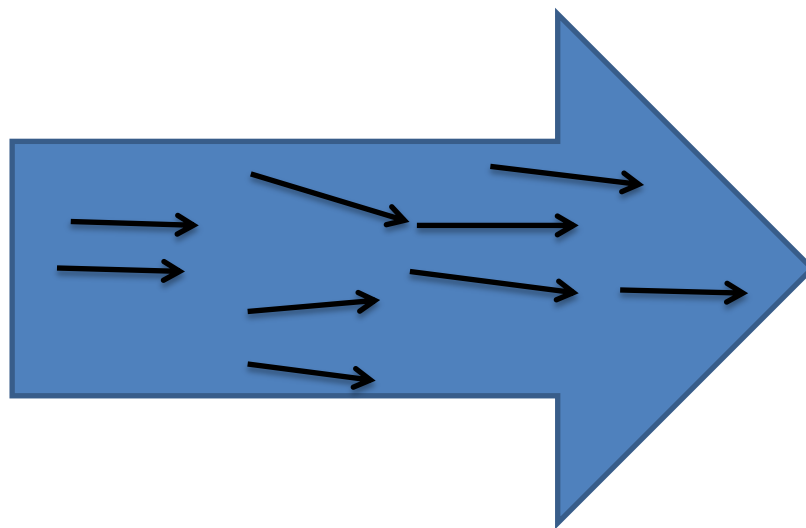
- Meetings
  - Board of Education

Implementation

- Teacher Evaluation
                    for Continuous Growth
– Two distinct tools
    – Kenai Model (Framework)
        • Five year phase in
        • Continue to refine

    – Teacher Enrichment Pathway

Teacher Evaluation- One Piece of the Effective Instruction Puzzle

BEFORE
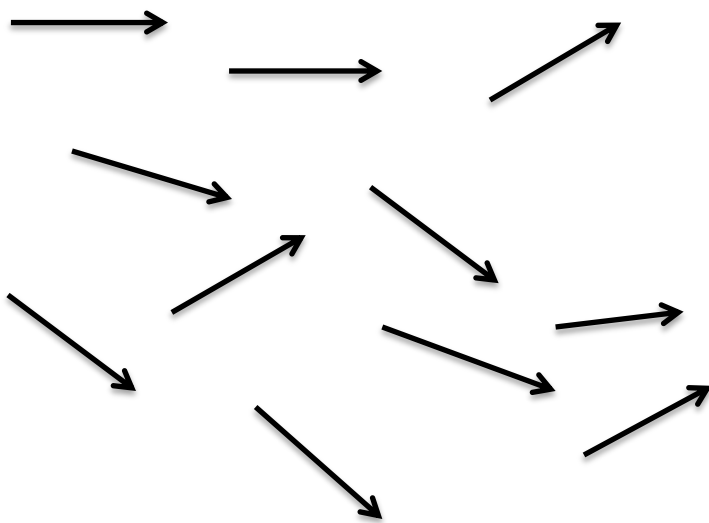
NOW

Challenges of our new evaluation system

- How to fairly apply the regulations

- Not a one size fits all endeavor (KPBSD has six forms)

- Manpower to make it happen- putting new system in place is a big lift (took us 3 years)

- Training of principals is on-going

- New evaluation process is much more time intensive than was the old
  - One formal observation (30 minutes)
  - 2 ten minute informal observations
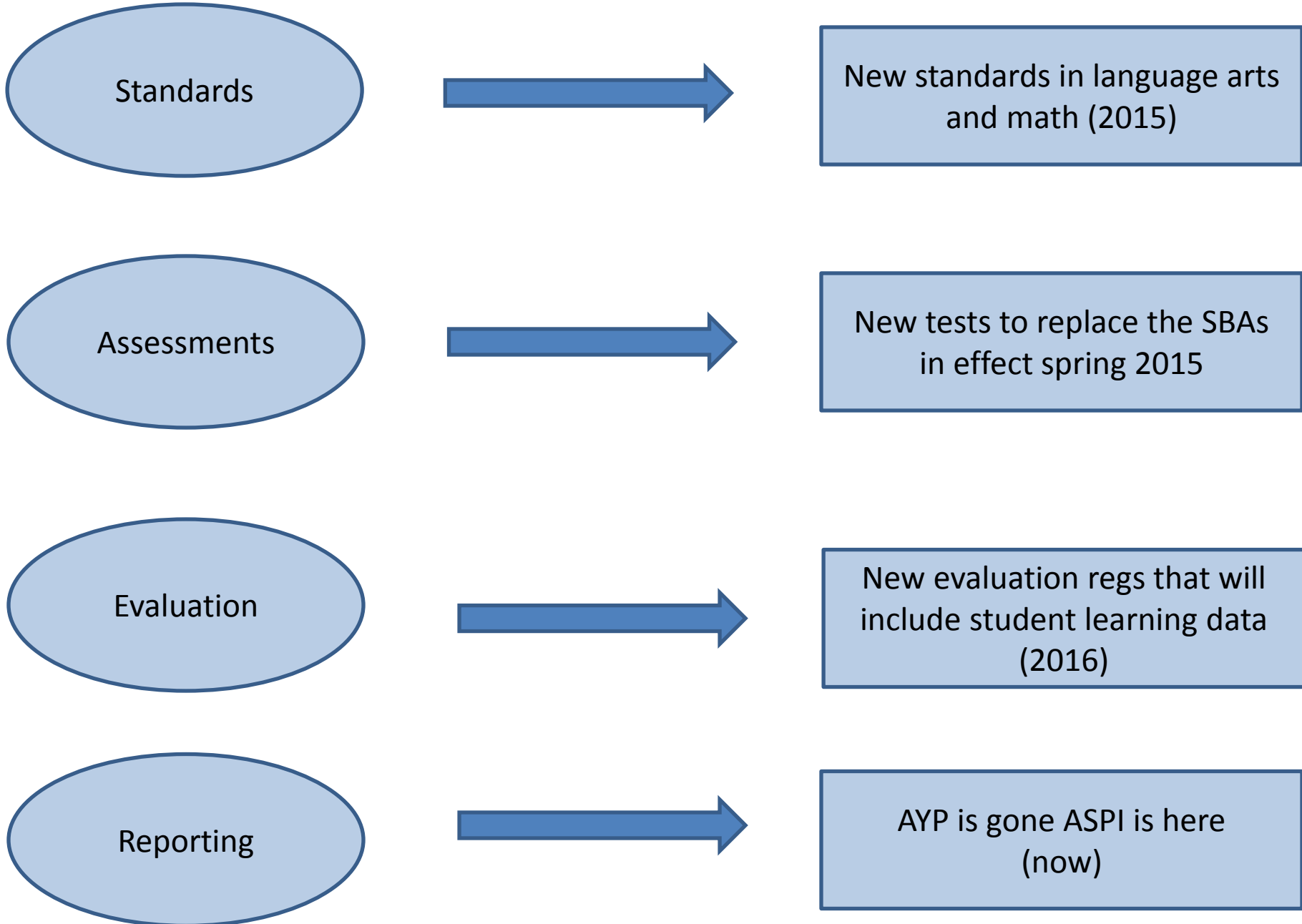 - 3 walkthroughs (3 minutes)

The cost of KPBSD's new evaluation system?

- Initial investment (Danielson trainer, committee work) used stimulus funds ($60,000)

- On-going committee work (approx $2,000/year)

- Materials ($15,000)

- Teachscape – started using this in FY14 ($20,000/year)

Why our new system is better

- Research based-helping to improve instruction
  - rich conversations about instruction

- Good ownership by staff (close alliance between administration and KPEA)

- On-going training of principals (not the check off at the start of the year)

Recent State Level Changes to Education

Standards → New standards in language arts and math (2015)

Assessments → New tests to replace the SBAs in effect spring 2015

Evaluation → New evaluation regs that will include student learning data (2016)

Reporting → AYP is gone ASPI is here (now)

KPBSD's Next Steps

- Two domains (instruction and student learning)

- Peer evaluation process

Key Changes of New Evaluation Regulations

- Culturally responsive educator

- Exemplary, proficient, basic or unsatisfactory

- Reporting (to state) of percentage of certified staff in each performance level

- Student learning data

- inter-rater reliability

State Support for Your Evaluation System Development

- State is facilitating the development of a standard set of documents to guide your evaluation system development.

When all else fails, ~~steal~~ borrow from Kenai

[Kenai Website](#)

Questions or Comments