

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

Presentation to AASA Fall Conference

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September 27, 2013

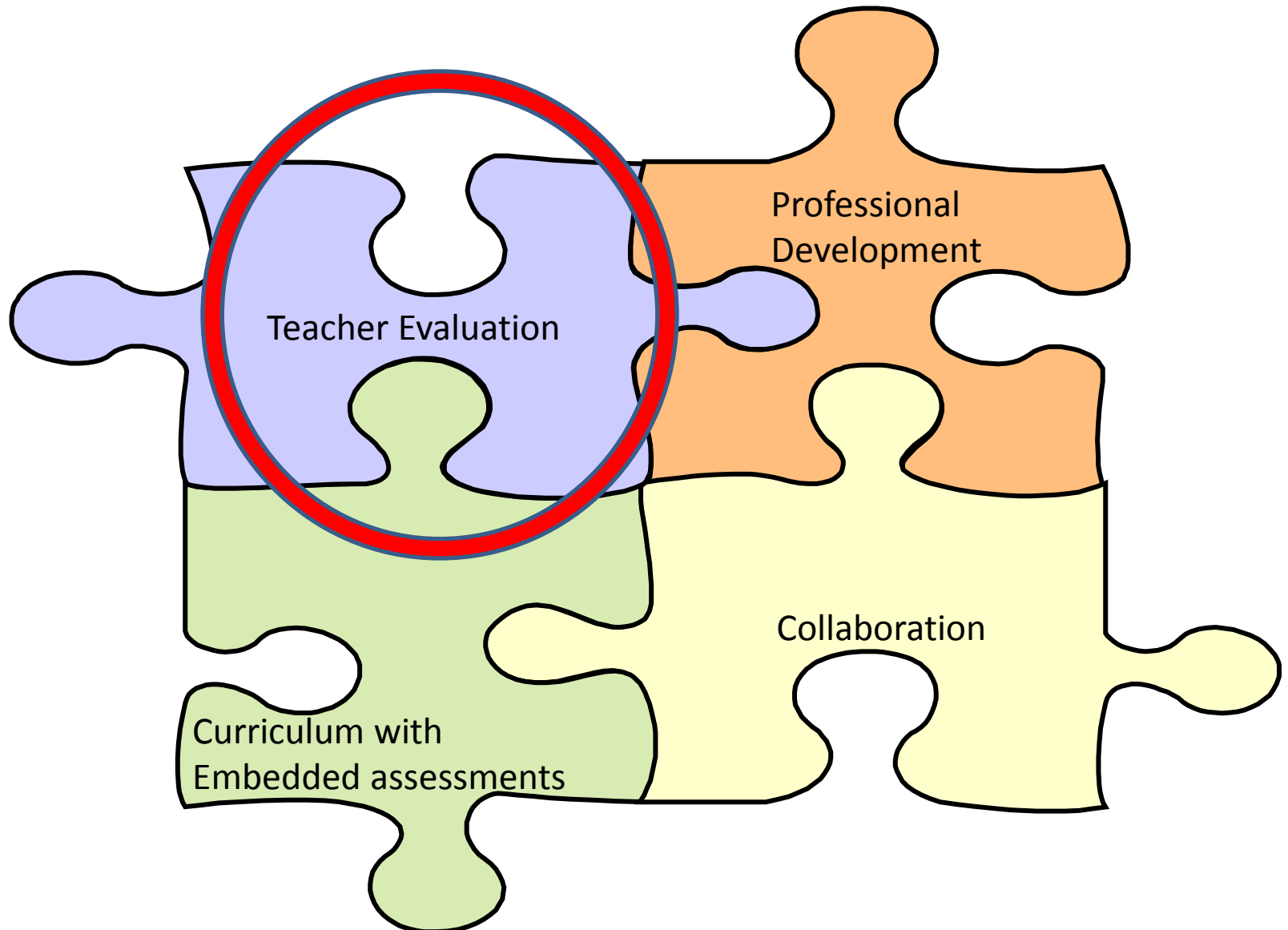


Four Keys To A Highly Reliable School District

- Sustaining a commitment to a dual bottom line
- Centralized procedural control and standardization
- Flexibility with situational improvisation
- Combining opposite operating modes



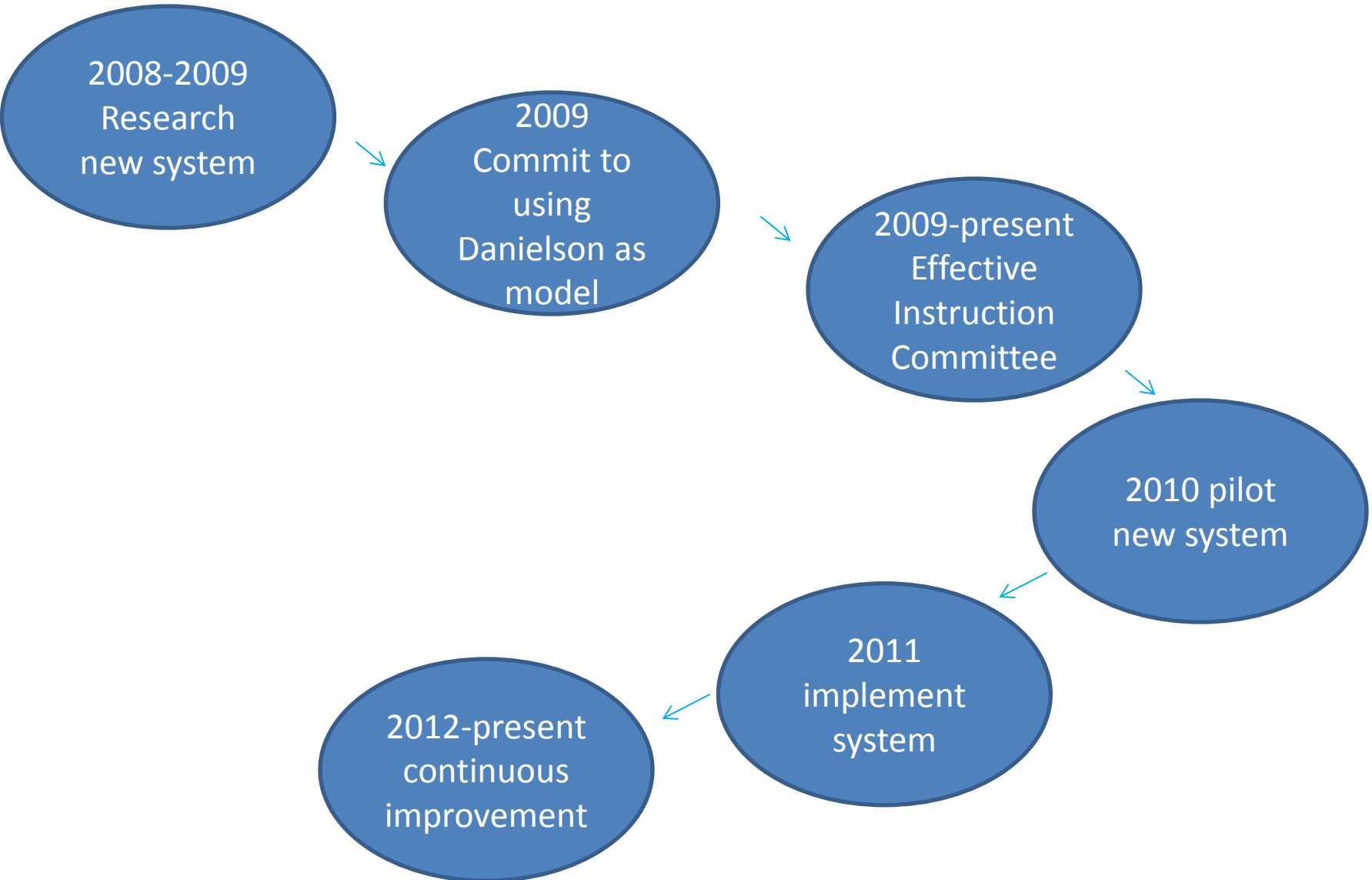
Teacher Evaluation, One Piece of the Effective Instruction Puzzle



Our Teacher Evaluation System Provides Focus

- Evaluation process helping to drive intentional 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



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

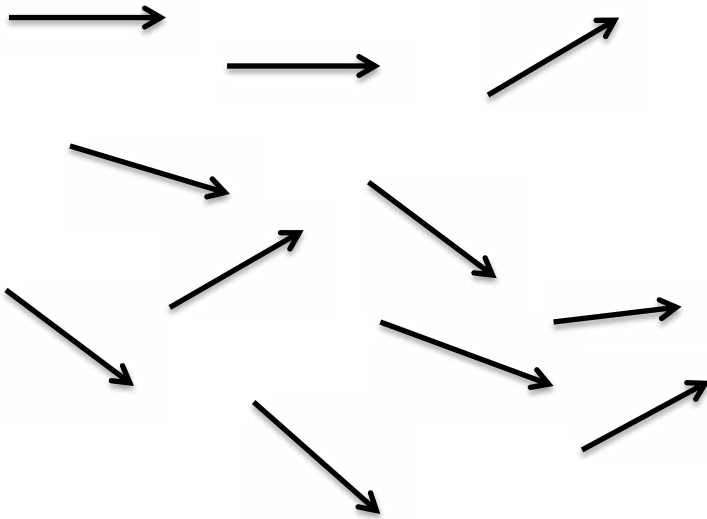
- Need
 - KPEA - Buy in
 - Teacher and administrator training
 - Modules, key leaders at the schools
- Committee
 - Planning
 - On Going
 - Leaders – become co-facilitators and presenters
- Meetings
 - Board of Education

Implementation

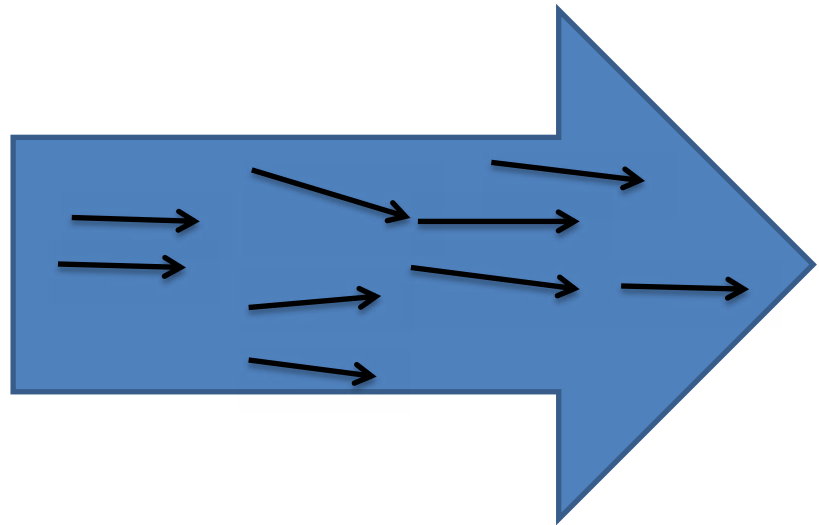
- Teacher Evaluation
for Continuous Growth
 - Two distinct tools
 - Kenai Model (Framework)
 - Five year phase in
 - Continue to refine
 - Teacher Enrichment Pathway

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)

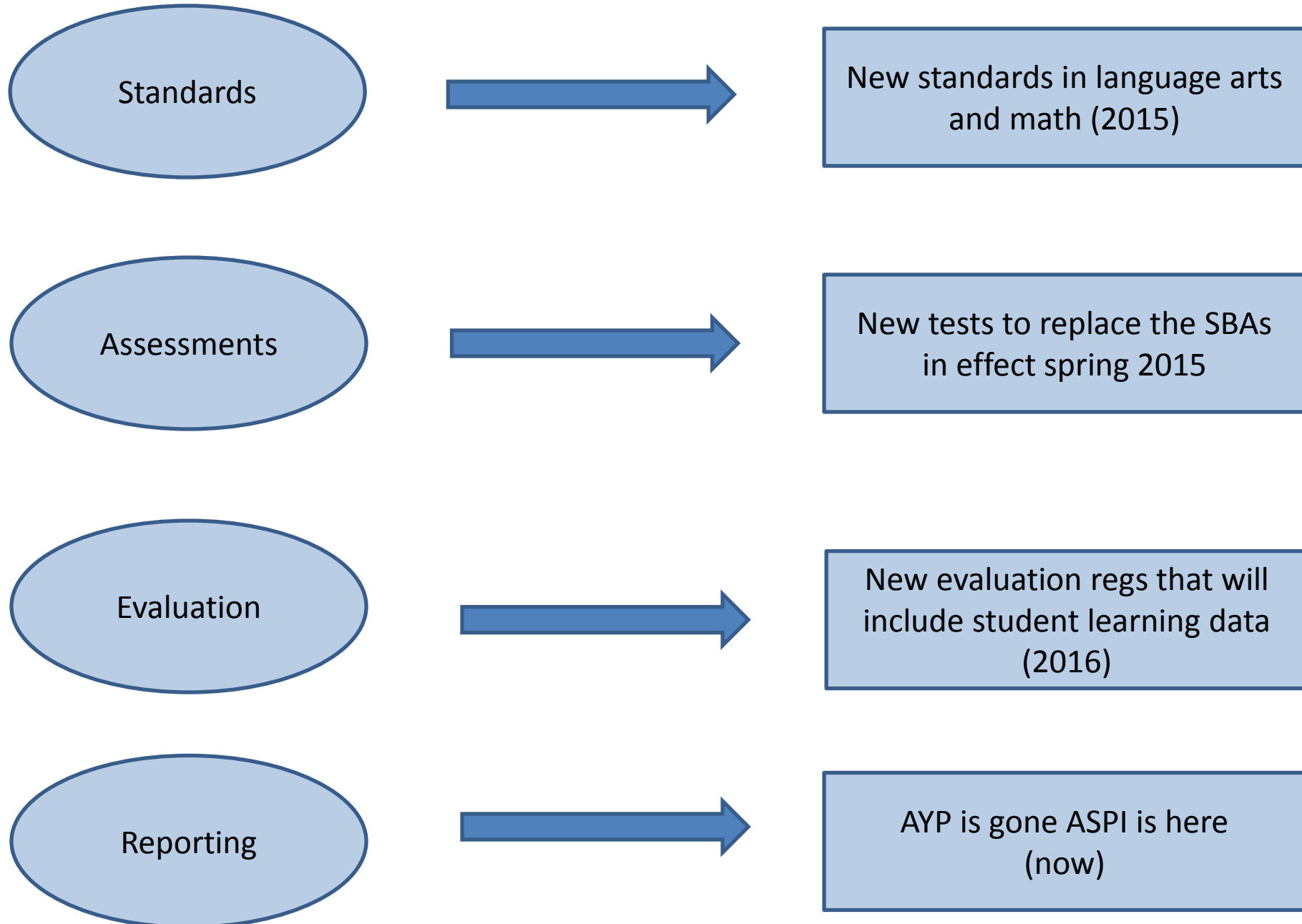
The cost of KPBSD's new evaluation system?

- 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



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

