

HR Pilot Project: Lever 4 – Supervision and Evaluation (Use a separate page for each objective)

GOAL: The district maintains high standards of performance aligned with the Common Core of Professional Knowledge and Skills while providing frequent, on-going high-quality feedback focused on professional growth.

Objective 1:

The Attleboro Public School district will implement a Professional Educator Evaluation System that is aligned with the Massachusetts Board of Elementary and Secondary Education June 26, 2011 amendments to 603 CMS 35.00 Regulations on Education of Educators.

Activities	Timeline	Benchmarks / Indicators of Success
A. Analysis and Development		
Align the current Attleboro Public Schools Professional Employees Evaluation System to the new state regulations. The existing Implementation Team could be utilized for this work. <i>This project is also part of Lever 7.</i>	2011-2012	The Attleboro Public Schools Professional Employees Evaluation System has been revised and is in alignment with the new state regulations.
Decide if Attleboro Public Schools will be an “Early Adopter/Early Adapter” or the timeline for the Attleboro Educator Evaluation System complies with the new regulations, in consultation with AEA.	2011	Decision made with agreement from all required parties. Attleboro is an Early Adopter district.
Write a response to the DESE to: a. Establish Attleboro Public Schools “positions” (e.g., APS philosophy of continuous growth and rating systems differences) b. Describe Attleboro Public Schools adaptations c. Request any necessary waivers for specific components	2011-2012	A formal Attleboro Public Schools response to the DESE was submitted to DESE.
Adopt, adapt and/or create necessary instruments for implementation of the Attleboro Public Schools Professional Employees Evaluation System (e.g., forms, rubrics, feedback instruments).	2011-2012, 2012-2013	Recommendations and design specifications for new and/or revised instruments are completed and negotiated.
Create a crosswalk between the Attleboro Public Schools Professional Employees Evaluation System and the new state Evaluation regulations from the DESE.	2011-2012	The crosswalk was completed and shared with staff in the winter 2012.
Committee will determine a communication plan that will outline who, when, and how the districts’ stakeholders will be informed about the new regulations and their connection to the current Attleboro Public Schools Professional Employees Evaluation System.	2011-2012, 2012-2013	A communication/implementation plan has been developed and will be implemented according to the timeline provided.

HR Pilot Project: Lever 4 – Supervision and Evaluation (Use a separate page for each objective)

B. Design		
Reconcile the pathways, evaluation cycles, and “decision flow” in the DESE and the Attleboro Public Schools Professional Employees Evaluation System .	2011-2012, 2012-2013	Recommended changes were agreed upon and disseminated to staff in winter 2012.
Reconcile the DESE response to the “positions”, adaptations, and requested waivers to the Attleboro Public Schools Professional Employees Evaluation System.	2011-2012, 2012-2013	Finalize the Attleboro Public School System’s Professional Employees Evaluation System alignment with the DESE regulations and recommendations.
Identify exemplars of teacher plans to be used as samples	2012-2013	Exemplars available for staff use as models
Create appropriate measures for the impact on student growth made by specialists and non-classroom teachers (e.g., arts teachers; guidance counselors; medical/health services).	2012-2013, 2013-2014	Multiple measures to assess performance of personnel for their impact on student learning as required by the new regulations will be developed and disseminated.
Create a fair system of recognition for exemplary service as required by the new regulations.	2012-2013	Implementation of the exemplary service recognition system.
Create the parents survey as required by the new regulations.	2012-2013	Parent survey created and utilized.
Create formative assessment and formative evaluation	2011-2012, 2012-2013, 2013-2014	Development of K-12 formative assessments and evaluations across all curriculum areas.
Create self-evaluation instrument required by the new state regulations.	2012-2013	Development and dissemination of self-evaluation instrument.
Create the student survey required by the new state regulations.	2013-2014	Student survey will be piloted in 2013-2014.
C. Implementation		
Create/develop an implementation plan and continuum to ensure effectiveness of the Attleboro Public Schools Professional Employees Evaluation System. Implementation Plan will provide: <ul style="list-style-type: none"> - open and accessible communication at all stages of the analysis/development, design, and implementation work - time for piloting various components - formal opportunities for feedback for teachers and administrators to comment on the updated APS Evaluation System 	2012-2013, 2013-2014	Committee will monitor the use of the implementation plan; serve to mediate concerns and problems; and seek formal input/evaluation of various and all components of the new APS System from appropriate individuals and groups (e.g., teachers, administrators, union).

