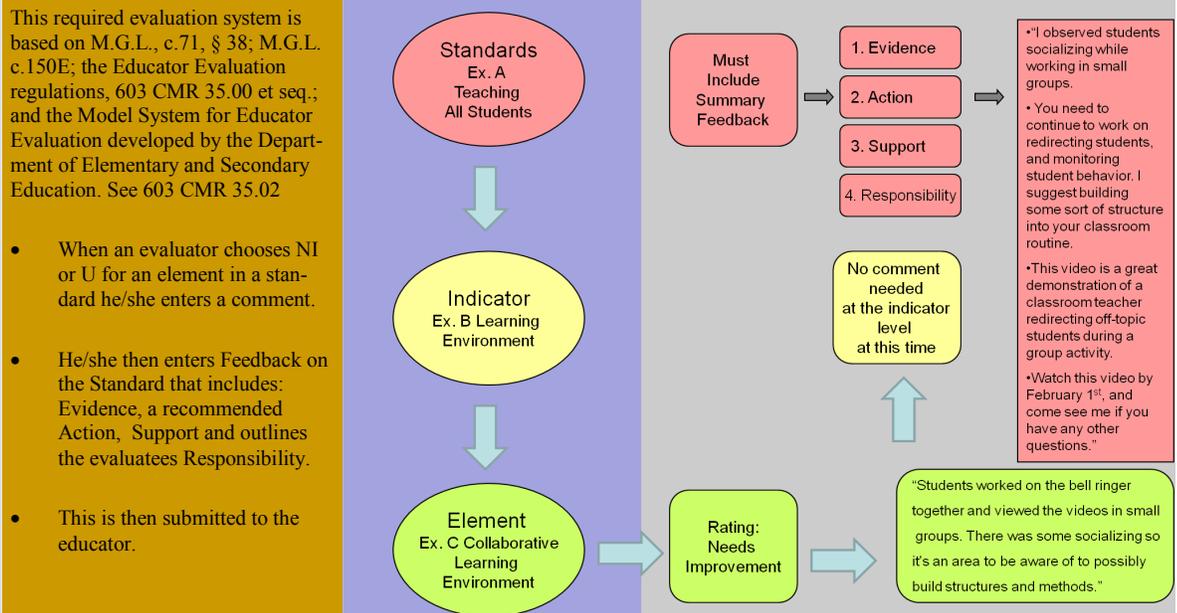


SUPERINTENDENT'S EVALUATION UPDATE

Congratulations! We are in our fourth month implementing the new evaluation system. This is a good time to review our progress, celebrate our successes and look ahead. In four months we have:

- Developed a quality DESE-approved new evaluation system in a collaborative way with the help of a representative committee of 18 FPS staff members.
- Provided initial training in 4 of the DESE modules, additional district and school-based training, and started developing additional training opportunities for continued improvement of the system of evaluation.
- Worked collaboratively to make needed adjustments to timelines, processes, wording and any other aspects of the evaluation that would improve content and implementation.
- Conducted hundreds of walkthroughs and announced/unannounced evaluations.
- Raised (as a result of training, meetings, observations and walkthroughs) the level of professional academic dialogue across the district. Debriefings, data meetings and data analysis have introduced the content and tools in all schools, which together have great promise to increase student and school academic performance.

While this is a complicated process I have seen impressive changes in self reflection, classroom practice and most of all the quality of student/teacher interaction. Through your diligent efforts you are transforming education in Fitchburg into a dynamic collaborative effort where the student grows in his/her understanding of what and why they are learning and the satisfaction of increased academic performance. We are at the forefront of implementation. We are planning more training in the Pearson software, unpacking the rubric, and other areas that are key to full implementation and participation in the new evaluation system. **Remember, this is a process.** Thank you for your hard work and dedication. The joint labor committee has developed the graphic below to help explain the steps in the evaluation protocol.



Additional timeline changes recommended by the joint labor committee to accommodate better implementation.

| | |
|---|-------------------------|
| Evaluator should complete mid-cycle Formative Assessment Reports for Educators | January 15, February 15 |
| Formative Assessment Report | January 15, February 15 |
| Educator submits evidence on parent outreach, professional growth, progress on goals (and other standards, if desired) * or four weeks before Formative Assessment Report date established by Evaluator | January 15, February 15 |
| Evaluator holds Formative Assessment Meetings | February 28, March 29 |



We remember our close bond
with the students and educators of Sandy Hook Elementary
School as we celebrate this season of peace and light.

Andre Pavenelle