

Superintendent's Educator Evaluation Update

February 20, 2013

FITCHBURG PUBLIC SCHOOLS

Volume 1 Issue 3

Negotiated Evaluation Systems for teachers, administrators and the superintendent have all been submitted to the Department of Education

As a condition of a negotiated component of the Educator Evaluation a sub-committee has been formed by the Joint Labor Committee to look at different formats of lesson plans.

Some initial work was previously completed which led to the focus on Objectives, Standards and Assessments for lesson planning across the district since this past September. The work that has already been done will be considered by the new committee to build upon. The committee will explore lesson plan formats that focus on an Understanding by Design approach.

A draft recommendation from the committee is expected by April 1, 2013 and a final lesson template by the end of the school year.

The work of this committee will be to also oversee strategic implementation and recommend necessary training. The joint labor committee recommends that whatever form is adopted would be an electronic version.

It is also recommended that professional development begin in the summer.

The following teachers will serve on the committee:

Lynn Thomas
Donna Malouin
Beth Solomito
Kim Bellio
Kay Paulsen
Betty Syvari
Heather Root
Katie Schmitt
Linda Muello-Jarvela
Beth Kaake

Administrators:
Adam Renda
Craig Chalifoux
Paula Giaquinto
Jonathan Thompson
Bonnie Baer-Simahk
Al Mercardo
Rick Zeena
Lourdes Ramirez
Anne Thompson
Jen Fischer

Special points of interest:

- A survey of the FTA membership showed 70% still unsure or just ok with rubric knowledge while 60% said they understand the 6 components of
- We will approach the MTA as an approved trainer to do a Train the Trainer model PD creating groups of experts at each school.
- Nine teams (combo of Administrators and teachers) will present 3 hour sessions. Training would be after school and include all new hires and qualify for 29 hours.
- Two hour drop in after school PD Sessions to walk through the rubric with teachers will be offered this spring. They will include personal discussion in a collaborative nature.

The regulations, which apply to both administrators and teachers throughout the state, are designed to:

- Promote growth and development amongst leaders and teachers,
- Place student learning at the center, using multiple measures of student learning, growth, and achievement,
- Recognize excellence in teaching and leading,
- Set a high bar for professional teaching status, and
- Shorten timelines for improvement.

Evaluator should complete mid-cycle Formative Assessment Reports for Educators	January 15, March 15
Evaluator should complete mid-cycle Formative Assessment Reports for Educators on a (2) two year plan.	June 1
Formative Assessment Report	January 15, March 22
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, March 22
Evaluator holds Formative Assessment Meetings	February 28, March 29





