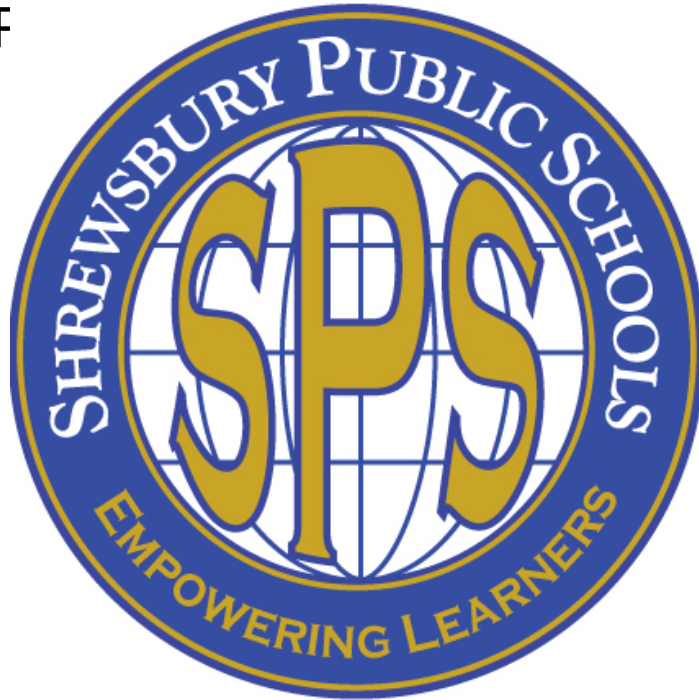


Educator Evaluation

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What is a professional? (Judy Wurtzel)

- 1) A professional owes a primary duty to her clients - in the case of educators, to students.
- 2) Professionals are accountable to the profession for results.
- 3) A professional has a duty to improve her own practice.

What is a professional? (Judy Wurtzel)

- 4) A professional has a duty to improve common or collective practice in the profession.
- 5) Professionals adhere to a body of specialized knowledge, agreed-upon standards of practice, and specific protocols for performance.
- 6) Professionals are expected to exercise professional judgment.

Educator Evaluation

1. We're not in this alone
2. Mistakes are a given, growth is the goal
3. We can show how we make a difference for our students

We're not in this alone

- Collaboration and communication are core values of our school district
- We will support each other as we learn how to make the best use of this new approach to evaluation
- Every educator in the district (and in MA) will be part of the process

Superintendent's Goals

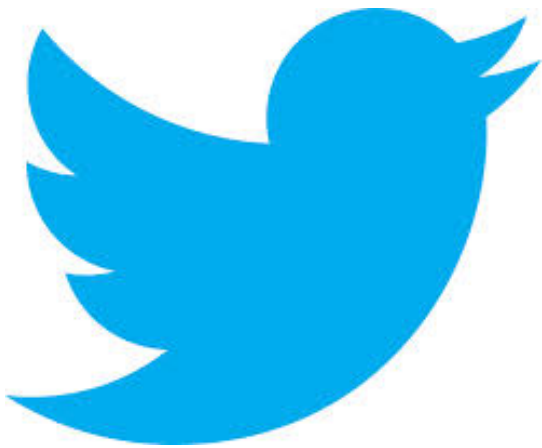
- Student Learning SMART Goal:

By April 2015, 80% of students who have participated in a “project based learning” unit of instruction will be judged “proficient” on the unit’s summative assessment.

- Professional Practice SMART Goal:

By April 2015, at least 85% of parents and staff who respond to a survey will indicate that they judge the superintendent’s communication about important school issues to be very good, with at least 50% judging it to be excellent.

Social Media



Mistakes are a given, growth is the goal

- A “growth mindset” is critical for our students – and for us: effort & perseverance are keys
- Change is hard; it’s harder when you’re fearful of making mistakes
- The goal is our professional growth, which helps us do a better job of helping our students

Mistakes are a given, growth is the goal

“Progress always involves risks. You can’t steal second base and keep your foot on first.”

~ Frederick Wilcox

We can show how we make a difference for our students

- This new approach empowers us to demonstrate our strengths
- Judgments will no longer be limited to very infrequent snapshots of practice
- Ongoing reflection and dialogue about practice promotes growth

We can show how we make a difference for our students

If a tree falls in a forest and no one is
there...

If an educator teaches a great lesson, and
an evaluator doesn't see it...

Evolution of Evaluation

- 1) traits
- 2) teaching
- 3) learning

Opportunity or burden?

- 1) Fears & anxieties
- 2) Public perception & intent of system
- 3) Professionalism & motivation

Motivation – Daniel Pink

- 1) Autonomy
- 2) Mastery
- 3) Purpose

Autonomy

- Opportunity to demonstrate ourselves how we make a difference for our students, rather than being dependent on someone else

Mastery

- Every true professional is always striving to master her/his craft

Purpose

- Finding the best possible ways to educate the young people we serve so that they can improve their own lives and the lives of others
- (And we improve our lives in the process)

