

Evaluation Pilot News

November 2010

What is the Evaluation Pilot?

In March of 2010, the Washington State legislature passed Engrossed Second Senate Bill 6696 (E2SSB 6696), a law requiring the following:

- ▶ Revision of the teacher and principal evaluation system.
- ▶ A pilot project that would provide funding to selected districts that would then develop systems that would align to the new requirements.
- ▶ All districts in the state of Washington are required to adopt evaluation systems that align to the new requirements by the 2013-14 school year.

Wenatchee School District (WSD) has been selected as a participant in a state pilot program focusing on principal and teacher evaluation systems. WSD is one of eight school districts and one educational service district. Committees have begun work developing evaluation systems. Midway through the pilot period, and at its conclusion, the Office of the Superintendent of Public Instruction for Washington will collect and analyze materials from the pilot districts and make recommendations to the Legislature regarding the adoption



Teacher Committee gets to work

of one or more of the systems for use by districts in the state.

Beginning in the 2013-14 school year, all districts will be required to adopt evaluation systems in alignment with the house bill.

Communication

Communication is an important part of the Evaluation Pilot.

Website. To keep all staff up-to-date on the process, a new section on the District web site has been created called Evaluation Pilot. Basic information, links to state resources, and meeting minutes are just a few items that are updated regularly.

Newsletter. This newsletter will be sent to all staff periodically in PDF format via email. Paper copies can be requested as well.

Face To Face. Team members are coming to schools to meet with staff in November and December.

Call, email, talk. Don't hesitate to contact team members. "Tell us your ideas! We want input from everyone, and we need to hear it," invites **Chris Cloke**, member of the Teacher Evaluation Committee.

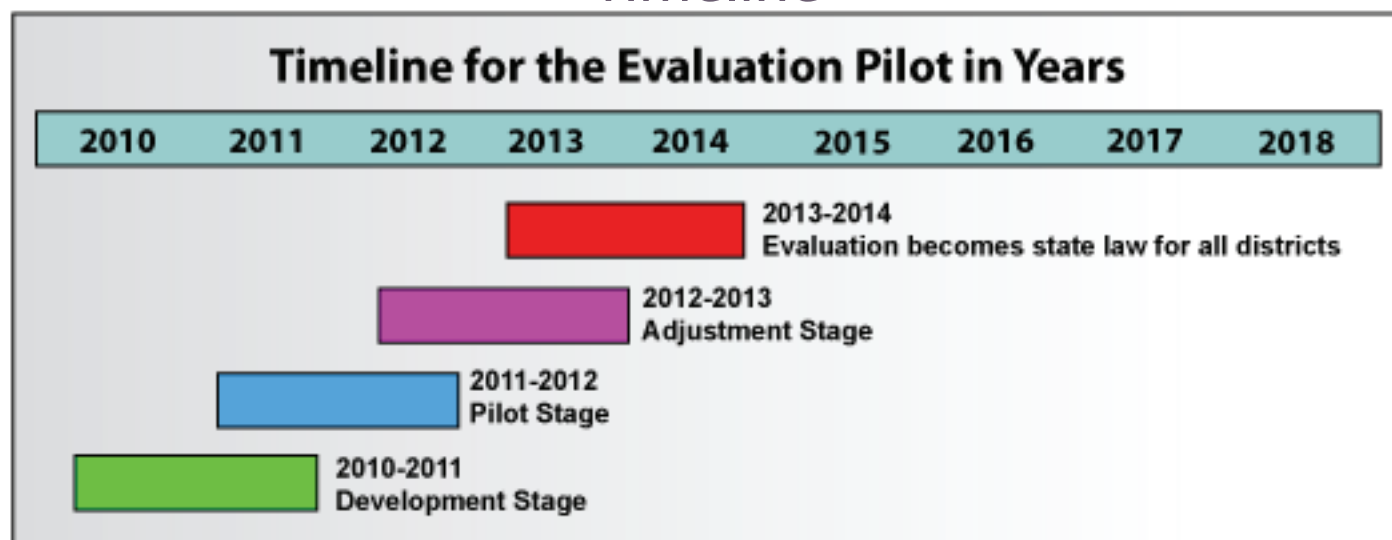


An Evaluation Pilot section has been added to the district website.

In this issue . . .

- Timeline
- Goals
- School Communication Meeting Schedule
- Committee Members
- New Evaluation Criteria Requirements

Timeline



Steering Committee Goals

Principal/Teacher Evaluation Pilot Committee Goals and Outcomes

1. Develop evaluation tools that reflect current research and promote professional growth.
2. Review the current tools and retain those aspects that are effective and eliminate or revamp those aspects that are not.
3. We will build off of previous work and experiences.
4. Effectively use multiple measures of student growth for building/instructional improvement.
5. Develop tools that are truly beneficial, not just the fulfillment of a requirement.
6. Develop a teacher/principal evaluation system that reflects the WSD vision of becoming a world class school district.

School Communication Meeting Schedule

Representatives from each committee will be visiting schools in November and December to talk about the Evaluation Pilot: What is involved, what's happened so far, and to answer any questions.

School	Date	Time
Orchard	November 30	3:00 PM
Lewis & Clark	November 10	3:00 PM
Washington	November 17	3:00 PM
Sunnyslope	November 17	3:00 PM
Columbia	TBD	
Lincoln	December 1	3:00 PM
Newbery	December 15	2:40 PM
Mission View	December 15	3:00 PM
Foothills	December 15	3:00 PM
Pioneer	TBD	
WHS	TBD	
WestSide	19-Nov	7:50 AM
Valley Academy	November 8	Noon

COMMITTEES

Steering Committee

Brian Fiones, Superintendent, Wenatchee School District
Jon DeJong, Assistant Superintendent, Org. Development
Lisa Turner, Director, Human Resources
Mark Helm, Principal, Pioneer Middle School
Fay Crawford, Principal, Columbia Elementary
Mark Woolsey, 5th Grade Teacher, Columbia Elementary
Chris Cloke, Language Arts Teacher, Wenatchee High School
Gayle Northcutt, WenEA Representative

Teacher Evaluation Committee

Coni Carlquist, 5th Grade Teacher, Mission View Elementary
Susan Cox, 7th Grade Core Teacher, Pioneer Middle School
John Spencer, Science Teacher, Wenatchee High School
Fay Crawford, Principal, Columbia, & Steering Committee
John Waldren, Principal, Foothills Middle School
Kory Kalahar, Principal Wenatchee High School
Lisa Turner, Director, Human Resources
Jodi Smith, Assistant Superintendent of Learning and Teaching
Evelyn Kellogg, WenEA Bargaining Representative
Gayle Northcutt, WenEA Representative
Chris Cloke, Language Arts Teacher, Wenatchee High School,
and Steering Committee Teacher Representative

What Committee Members Are Saying

I knew that the state was requiring a new evaluation tool and I had heard that it would be perhaps more in depth and specific than what our district is using now. I wanted

to be able to be a voice for teachers regarding decisions about what constitutes quality instruction. I want to help ensure that the new evaluation tool will be a vehicle for teachers to improve their teaching regardless of their current level of expertise. I hope the end product will be something that I can use on a regular basis to improve my own classroom instruction.

– Susan Cox, 7th Grade Teacher,
Pioneer Middle School



Principal Evaluation Committee

Leslie Peterson, 3rd Grade Teacher, Sunnyslope Elementary
Kathy Sadler, PE Teacher, Orchard Middle School
Brian Lee, Social Studies Teacher, Wenatchee High School
Mark Goveia, Principal, Sunnyslope Elementary
Bill Eagle, Principal, Orchard Middle School
Jeff Johnson, Principal, WestSide High School
Jon DeJong, Assistant Superintendent - Organizational Development
Colleen Obergh, Director, Special Education
Mark Helm, Principal, Pioneer Middle School and Steering Committee Principal Representative
Chris Ferrians, WenEA Representative
Mark Woolsey, 5th Grade Teacher Columbia and Steering Committee Teacher Representative



Assistant Superintendent Jon DeJong talks to the principal committee

E2SSB 6696 New Evaluation Criteria

New Teacher Criteria

#1 Centering instruction on high expectations for student achievement.	#2 Demonstrating effective teaching practices.
#3 Recognizing individual student learning needs and developing strategies to address those needs.	#4 Providing clear and intentional focus on subject matter content and curriculum.
#5 Fostering and managing a safe, positive learning environment.	#6 Using multiple student data elements to modify instruction and improve student learning.
#7 Communicating with parents and school community	#8 Exhibiting collaborative and collegial focus on improving instructional practice and student learning.

New Principal Criteria

#1 Creating a school culture that promotes the ongoing improvement of learning and teaching in students and staff.	#2 Providing for School Safety
#3 Leads development, implementation and evaluation of data-driven plan for increasing student achievement, including the use of multiple student data elements.	#4 Assisting instructional staff with alignment of curriculum, instruction and assessment with state and local district learning goals.
#5 Monitoring, assisting, and evaluating effective instruction and assessment practices.	#6 Managing both staff and fiscal resources to support student achievement and legal responsibilities.
#7 Partnering with the school community to promote student learning.	#8 Demonstrating commitment to closing the achievement gap.

What Committee Members Are Saying

I chose to participate because I believe in an evaluation system that does more than check a box. The system should, in my opinion, facilitate a conversation which enables self-reflection and encourages continual incremental improvements; plus, the system should provide the means--the professional development--to allow teachers to better themselves based on their individual needs.

This is weighty work, not to be taken lightly. It may influence education in this state for the next 5, 10, or 20 years.

Chris Cloke, Language Arts Teacher, Wenatchee High School



What's Next . . . Scott Poirier is coming on November 15 to instruct both teams on the process to create rubrics. Poirier has been a teacher, assistant principal, principal, assistant superintendent, the state assistant superintendent for secondary education at OSPI, and now the K-12 Education Coordinator for the WEA. WEA is collaborating with administrators in the district to construct the teacher and principal evaluation rubrics focused on career-long professional growth.