

Evaluation Pilot News

January 2011

Poirier Leads Workshops

Scott Poirier was invited to lead the Evaluation Pilot team through the process of developing rubrics for the criteria that will be used in the new teacher and principal evaluation. Poirier has been a teacher, assistant principal (middle school), principal (middle school and elementary school), school district assistant superintendent, and the state assistant superintendent for secondary education at OSPI. Poirier is now the K-12 Education Coordinator for the Washington Education Association.

Poirier met with the evaluation teams on November 15 and December 3. During the November workshop the team worked on the first three criteria.

"We spent time talking about criteria to see what it meant," said Jon DeJong, Assistant Superintendent. "We got out sticky notes and created sub-components. Then we created gold standard statements, and fit in the subcomponents."

The work continued during the December meeting, when teams tackled criteria four through eight.



Scott Poirier

Sound Bites From Scott Poirier

Describe the process you're leading the team through.

We're going to do what's called an affinity diagramming process, where they go through a brainstorming thought process, organization, and then from that distill what they consider to be quality criterion.

Why is this such a complex, time-consuming process?

What we know from research is that if somebody has already done it, and you just take it off the shelf and plug it in, it doesn't work. What you need is buy-in from the people engaged in the process. It's a timely process because they have to go through the entire thinking, organizing, developing agreement. That is what's going to push the real product that's authentic for the teachers and principals in Wenatchee.

How did you develop this process?

Working with other schools and districts. Affinity processes are out there all over, and we use them for different things, but this one seems to drive them to their results that we want.

Describe the committee work.

Teams are working together, they're working collaboratively, they're

Continued on page 2



working for the same end result, that's to improve teacher quality, to help kids learn. They've invested lots of time and energy in doing this, and the benefit is going to be for the entire community.

Why is collaboration crucial?

One of the things that's really important is the fact that the local teacher's association and the administrative team are collaborating on this joint project to really build teacher quality to help students learn. This doesn't happen unless the teams come together. What we're seeing is a tremendous collaborative process. You have teachers on the principal's team, principal leadership and administrators on the teacher's team, and really you can't tell one from the other, which is a great process. Having that collaborative

work come together for the end result for helping kids, helping teacher quality, is really what this is all about. It's a really impressive model right now.

This project is described as a pilot. What are the characteristics of a pilot?

It's the beginning stages of a pilot, and with any pilot you learn while you're doing. They're going to come up with a final product, they're going to communicate it out to staff and the community, and then they're going to be able to implement it, but at the same time learn from it. So if there are any issues with it they can come back and tweak it. So what is developed at the end of this year may not be the final product. It will be something they will learn through, and have to review. It's a long process.

“... they're working for the same end result, that's to improve teacher quality, to help kids learn. They've invested lots of time and energy in doing this, and the benefit is going to be for the entire community.” Scott Poirier

* * *



Principal Evaluation team members **Chris Ferrians** (WenEA representative), **Mark Goveia** (Sunnyslope Principal), **Leslie Peterson** (Sunnyslope teacher), and **Bill Eagle** (Orchard Assistant Principal), work on creating a rubric during a work session with **Scott Poirier**.

What Committee Members Are Saying

We have a lot of work to do in a short period of time so we are trying to stay very focused and move forward. We have been working on a draft rubric for the criteria set by the state for principal evaluations. It is difficult and feedback will be an important process after we get an initial draft written.

Bill Eagle, Principal Evaluation Team Member

What's Happening Now?

Each committee is hard at work, deep into the rubric writing process. They are working through each criteria using a process that includes the following steps:

1. Read a criterion and discuss key words, as well as the general meaning and intent of the criteria.
2. Complete an affinity process in which team members brainstorm key elements of the criterion.
3. Organize brainstorming activity, create sub-categories, write the "Gold Standard" for each category, then identify indicators for each sub-category.

What Happens Next?

The Steering Committee will be attending a conference on January 20th in Spokane. They will be submitting the rubrics they have created so far to a national expert, Charlotte Danielson.

"The draft of this work – the rubric – for the principal and teacher evaluation, will be sent to Charlotte Danielson, who is a national expert on instructional frameworks, on teacher evaluation, [and] on evaluation in general," explains Scott Poirier. "She's going to review the work that Wenatchee has done, and be able to provide some expert opinion on how things are going. The strengths, the areas that may need some tweaking and improvement. And then the team will come back and use that information to make the document and the process stronger. And then continue after that to see the before picture, the after picture, and the progress that they've made. Really, having a national expert to provide that kind of input is going to be really beneficial to this team."

Coming Up Next Issue

When the Steering Committee members presented information about the Evaluation Pilot at each school, you asked the hard questions. Read the questions, and their answers, in the next issue.



Kathy Sadler, Orchard, and Chris Ferrians, WHS, study sub-components of criteria as part of the Principal's Evaluation team.