

# SEDL Regional Institute

*Designing and Implementing Teacher Evaluation Systems*

*July 27-28, 2011*

**ALABAMA DEPARTMENT OF EDUCATION**

The logo for EDUCATE Alabama features a large, stylized oval shape. The top half of the oval is light blue, and the bottom half is yellow. The word "EDUCATE" is in bold black capital letters, and "Alabama" is in a bold, italicized black font. Below this, the text "Alabama Professional Learning Collaborative" is written in a smaller, italicized black font.

**EDUCATE Alabama**  
*Alabama Professional Learning Collaborative*

**A Formative Approach  
to  
Ensuring Teacher Growth**

# **Alabama Department of Education EDUCATEAlabama Team**

**SDE Leadership & Evaluation (LE)**

**Mr. John Bell**

**Mrs. Diane Jones**

**Mrs. Telenia Madison**

**Dr. Tony Thacker**

**Ms. Chris Wilson**

**SDE Information Systems (IS)**

**Alabama Supercomputer Authority (ASA)**

# Why Change Was Needed

## Preceding System

### ➤ Cumbersome

- *12-15 hours per educator to complete*
- *Quasi-summative*

### ➤ Not tied to state standards

- *Reinforced perception - “one more thing” educators had to do*

### ➤ Ineffectively utilized

- *2004-2005*
  - *99.8% of all educators met standards*
  - *99.2% of first-year educators met standards*
- *Percentages were essentially the same in struggling schools*

# EDUCATEAlabama

- **Based on Alabama's standards**
  - *Alabama Continuum for Teacher Development*
- **Formative**
- **Developed in conjunction with field-based practitioners**
- **Technologically Driven**
  - *2010-2011 school year and beyond*



# EDUCATEAlabama

*One component*

*Alabama's approach to effective teaching*

Other vital components include:

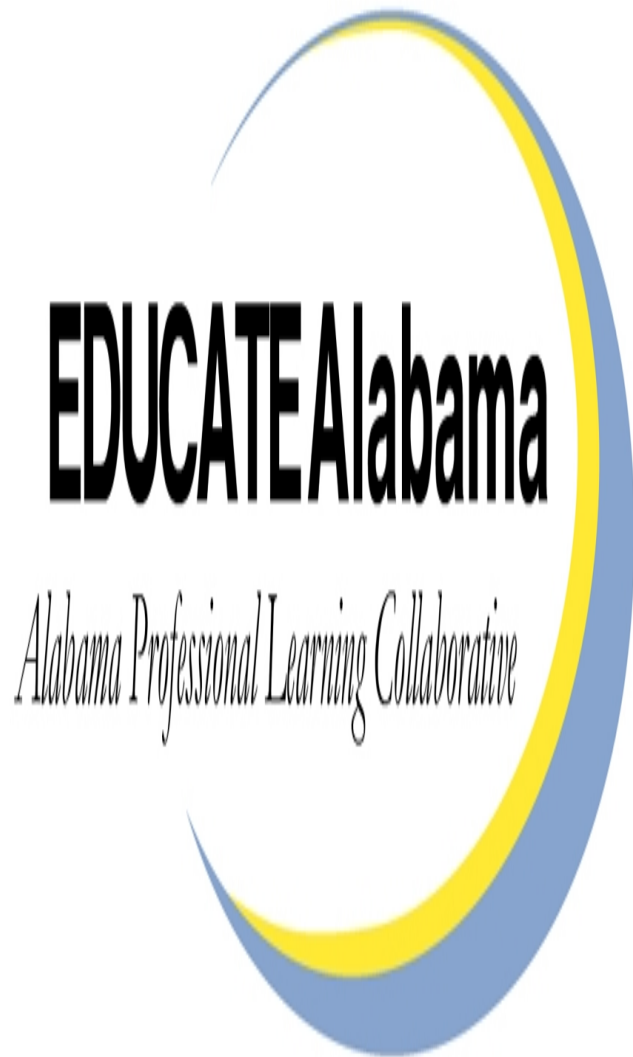
➤ ***Alabama Continuum for Teacher Development***

- EDUCATEAlabama
- Teacher Preparation Redesign

➤ ***Alabama Continuum for Instructional Leader Development***

- LEADAlabama
- Leadership Preparation Redesign

# 2010



## ✓ **August**

- EA Work Group developed process

## ✓ **September - November**

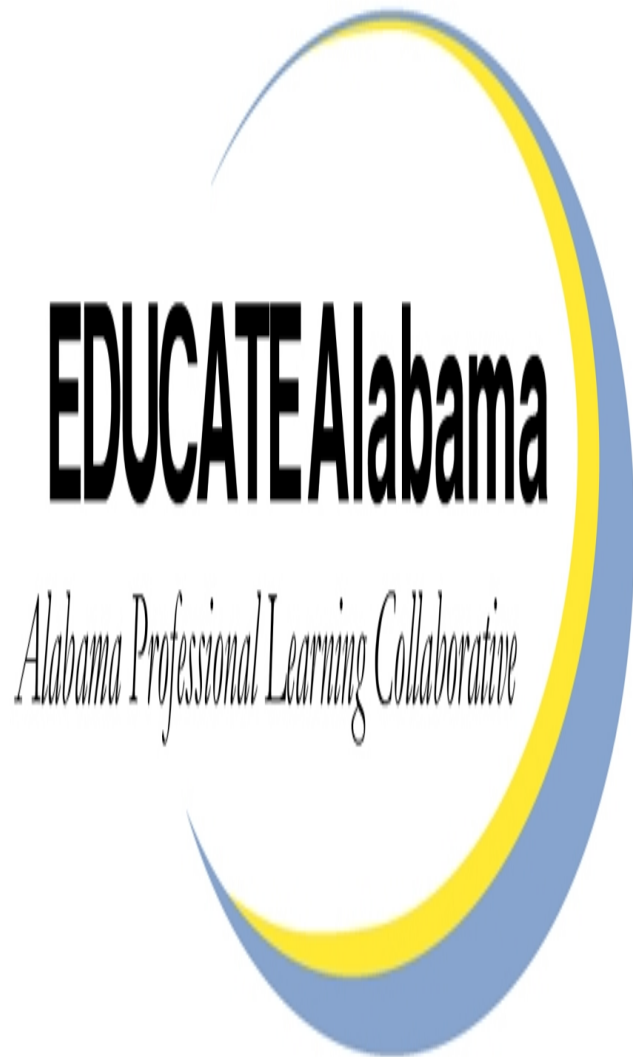
- IS Created method to access EA through ED DIR
- ASA Developed online process
- LE Provided 14 face-to-face trainings on ED DIR and EA process

## ✓ **December**

### ***Instructional Leaders and Educators***

- Registered through ED DIR
- Begin EA online process

# 2011



## ✓ January - April

### ➤ *Instructional Leaders and Educators*

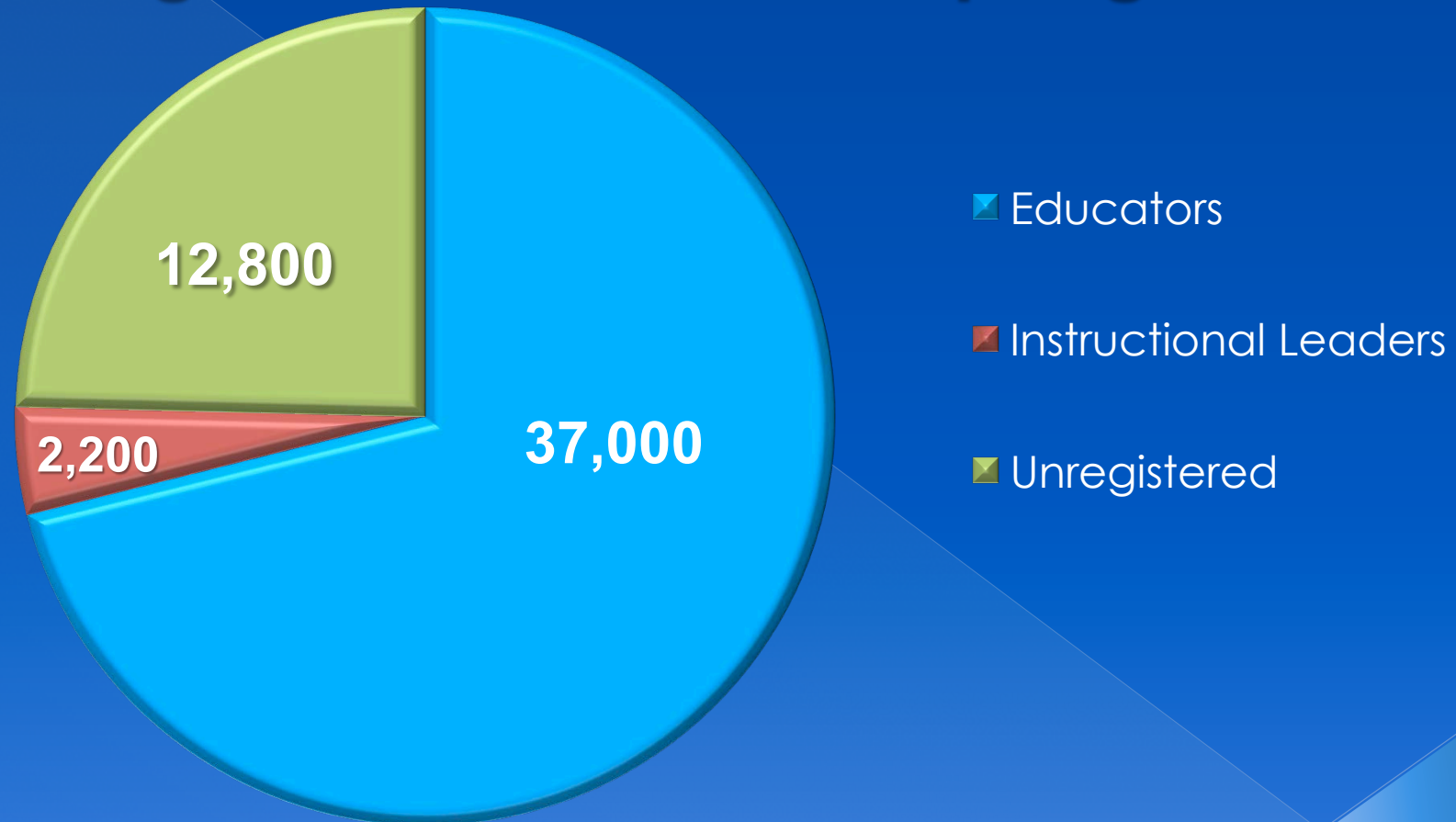
- Registering/updating ED DIR accounts
- Implementing EA online process

### ➤ *SDE Helpdesk (IS) Leadership and Evaluation Alabama Supercomputer Authority*

- Providing ongoing technical assistance
  - *ED DIR*
  - *Online process*
  - *EA content*

# **SDE Online Education Directory (ED DIR)**

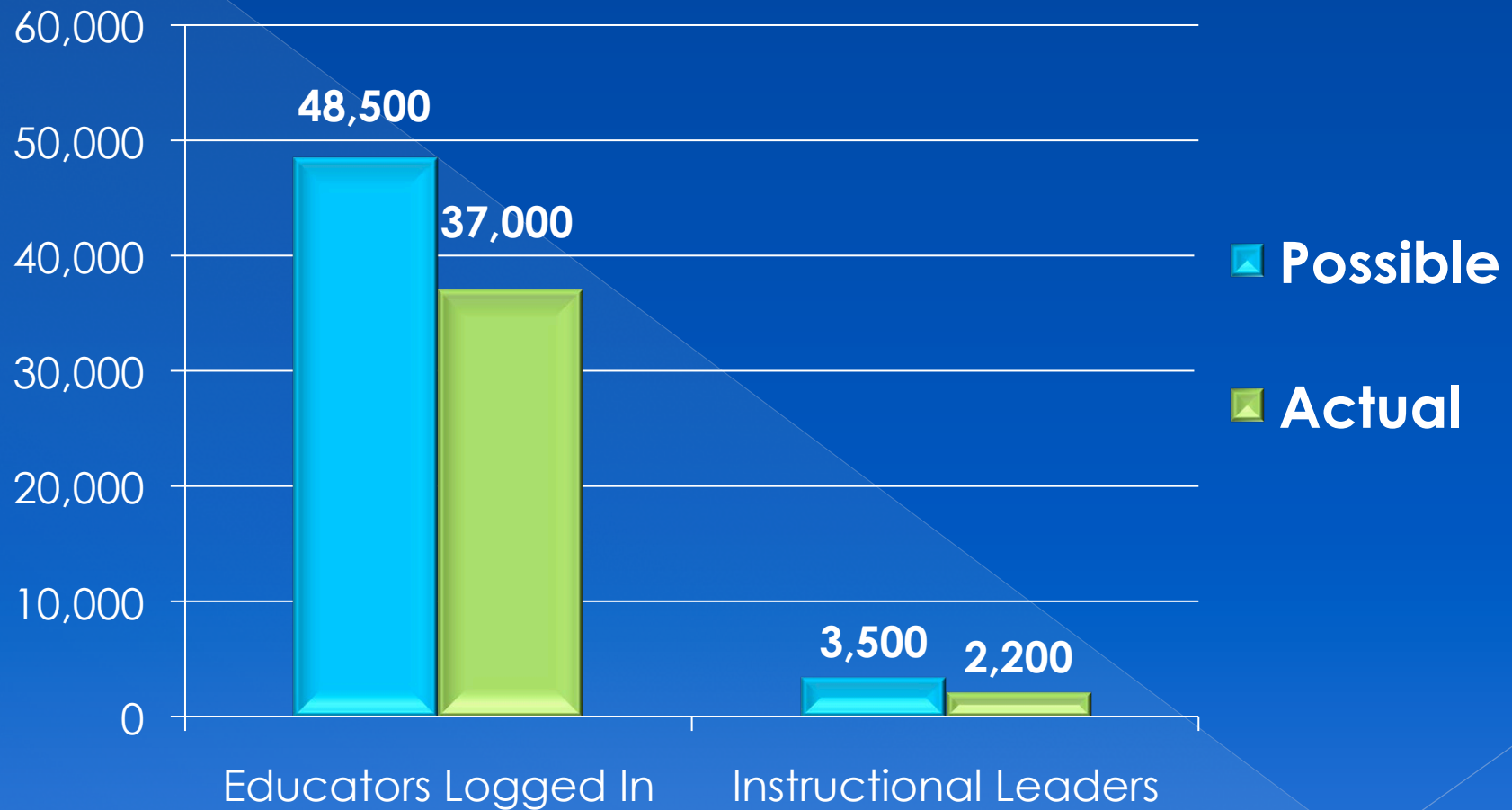
## **Registered Accounts - Spring 2011**



**Estimated Total Number Professionals Statewide 52,000**



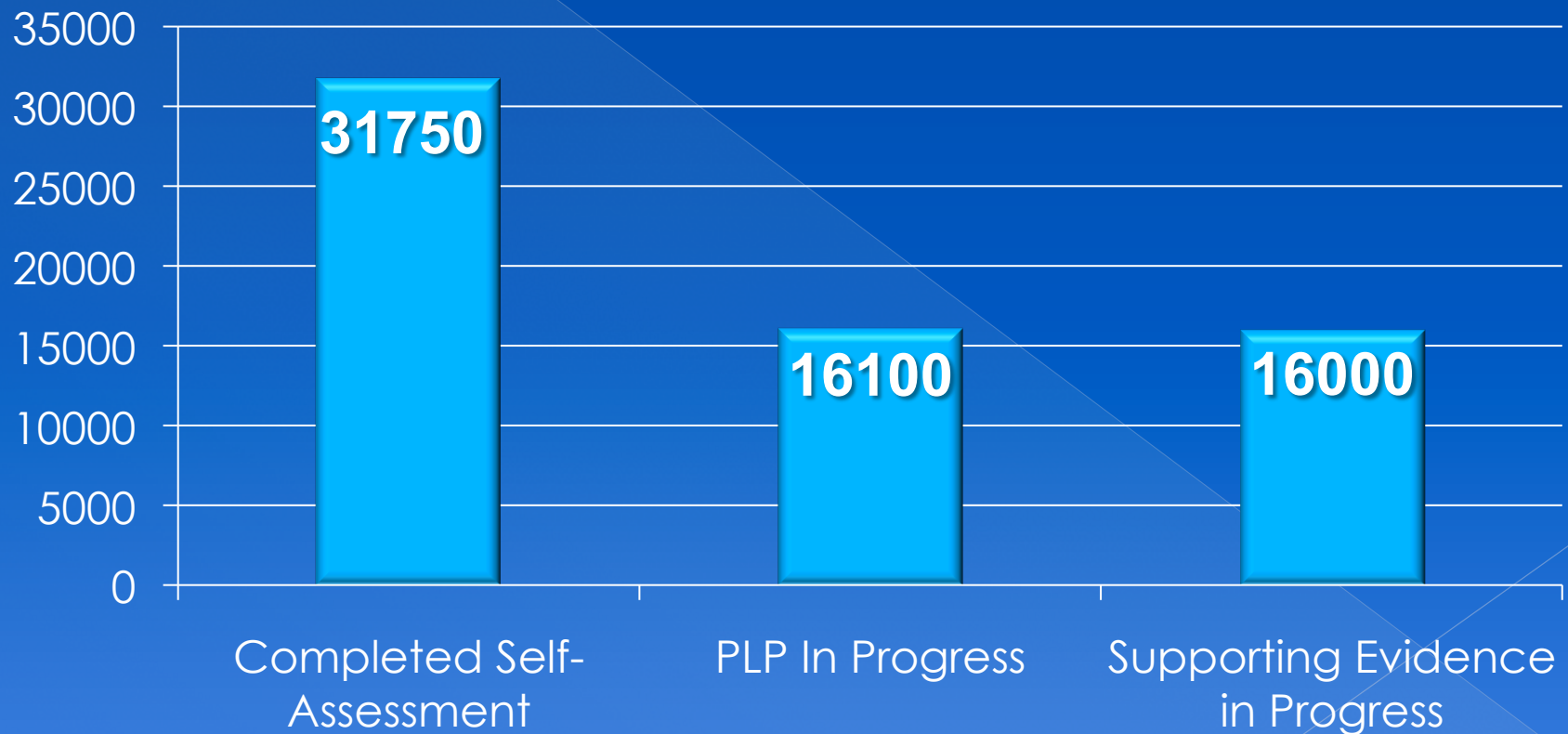
# EDUCATEAlabama Implementation



**Personnel from 1,405 Schools in 133 LEAs  
have logged in/accessed EA to date.**

# EDUCATEAlabama Implementation

## Progress to Date



# EDUCATEAlabama

## Important Points

LE



# LESSONS LEARNED

1. Ensure support/approval from leadership
2. Ensure funding is secured prior to moving forward
3. ***Develop with stakeholders - vitally important for success***
4. Give technology consultants ample time to develop online process
5. Establish significant pilot/test time for practitioners in selected school systems
6. “Fix/change” based on practitioner feedback
7. ***Pilot/test some more!***
8. ***Provide adequate training to all practitioners - A MUST!***
9. ***Understand the varying levels of “tech savvy” practitioners, then proceed with training accordingly - SO IMPORTANT!!***
10. ***Enlist the help of local evaluation and technology coordinators in assisting their system’s practitioners - HUGE HELP!!!***



# 3 More Lessons Learned



*In order to go fast, it pays to go slowly.*



*If possible, maintain consistency  
in leadership within your agency.*

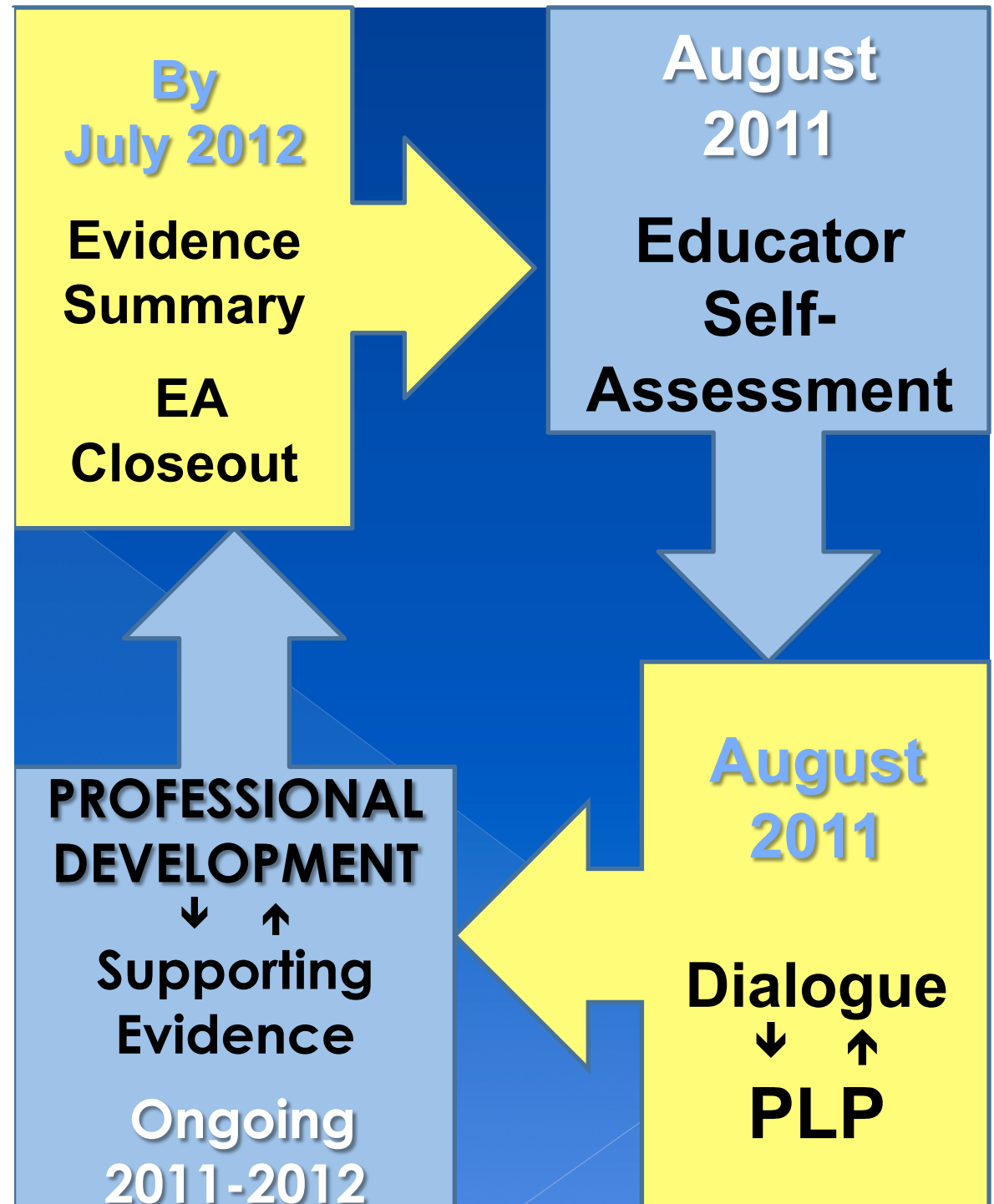


*Seek guidance from your colleagues*

Segments  
Automatically  
Connect  
Via Technology

# EDUCATEAlabama

*Alabama Professional Learning Collaborative*



# Your Professional Growth



Vital  
for  
Student  
Learning



# Professional Learning Opportunities

- **Many available through:**
  - *Local Education Agencies*
  - *Alabama Department of Education*
  - *Colleges and Universities*
  - *Professional Associations and Organizations*
  - *Private and Commercial Vendors*
  - *Other*
  
- **Plans for increased accessibility in 2011-2012**



# ACLD Online...

<http://www.alex.state.al.us/leadership>



The screenshot shows the website for the Alabama Department of Education Leadership & Evaluation. The header features the 'alex' logo and a search bar. Below the header is a navigation bar with links to LEADERSHIP ACADEMY, EDUCATOR EVALUATIONS, TORCHBEARER SCHOOLS, and LEADERSHIP DEVELOPMENT. The main content area is titled 'AL DEPARTMENT OF EDUCATION LEADERSHIP & EVALUATION' and includes a paragraph about the 2005 regulations and standards for Alabama Instructional Leaders. A prominent graphic titled 'The Alabama State Board of Education's EDUCATIONAL RULER: Making & Measuring Progress Grade by Grade' shows a ruler from K to 12. Below the ruler, it lists requirements for every student, including safe schools, quality teachers, character education, and evaluations. A sidebar on the left contains links to HOME, CONTACT US, ILPSA, STANDARDS, FAQs, CALENDAR, and REGISTRATION, along with a 'CURRENT NEWS' section about upcoming professional study applications.

**alex**

ALABAMA DEPARTMENT OF EDUCATION  
LEADERSHIP & EVALUATION

LEADERSHIP ACADEMY | EDUCATOR EVALUATIONS | TORCHBEARER SCHOOLS | LEADERSHIP DEVELOPMENT

**HOME**

**CONTACT US**

**ILPSA**

**STANDARDS**

**FAQS**

**CALENDAR**

**REGISTRATION**

**CURRENT NEWS**

*Upcoming Professional Study Application*

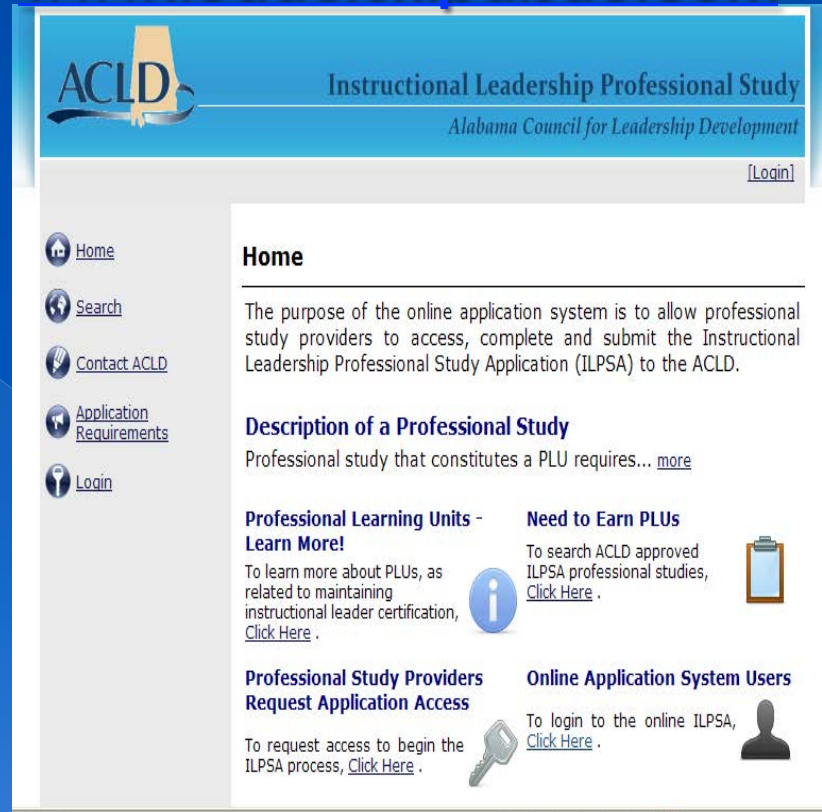
- Applications received by April 14 will be reviewed on April 20.
- Applications received by May 26 will be reviewed on June 2.
- Applications received

**The Alabama State Board of Education's  
EDUCATIONAL RULER:  
Making & Measuring Progress Grade by Grade**

**Every Student Should Have:**

- Safe & Disciplined Schools** — Character Education/Student Responsibility and Conduct Standards
- Quality Teachers** — Parent and Community Involvement
- Evaluations/Testing/Accountability
- Professional Development
- Outstanding Programs Preparing Teachers

<http://www.leadershipalsde.com>



The screenshot shows the website for the Instructional Leadership Professional Study (ILPSA) by the Alabama Council for Leadership Development. The header features the ACLD logo and the title 'Instructional Leadership Professional Study'. A navigation bar on the left includes links to Home, Search, Contact ACLD, Application Requirements, and Login. The main content area is titled 'Home' and includes a paragraph about the purpose of the online application system. Below this, there are sections for 'Description of a Professional Study', 'Professional Learning Units - Learn More!', 'Need to Earn PLUs', 'Professional Study Providers Request Application Access', and 'Online Application System Users'. Each section includes a brief description and a 'Click Here' link. A sidebar on the right contains a 'Login' link and a 'Click Here' link.

**ACLD**

Instructional Leadership Professional Study

Alabama Council for Leadership Development

[Login]

**Home**

The purpose of the online application system is to allow professional study providers to access, complete and submit the Instructional Leadership Professional Study Application (ILPSA) to the ACLD.

**Description of a Professional Study**

Professional study that constitutes a PLU requires... [more](#)

**Professional Learning Units - Learn More!**

To learn more about PLUs, as related to maintaining instructional leader certification, [Click Here](#).

**Need to Earn PLUs**

To search ACLD approved ILPSA professional studies, [Click Here](#).

**Professional Study Providers Request Application Access**

To request access to begin the ILPSA process, [Click Here](#).

**Online Application System Users**

To login to the online ILPSA, [Click Here](#).

# Leadership and Evaluation Online

<http://www.alex.state.al.us/leadership>





[LEADERSHIP ACADEMY](#)[EDUCATOR EVALUATIONS](#)[TORCHBEARER SCHOOLS](#)[LEADERSHIP DEVELOPMENT](#)

[HOME](#)[CONTACT US](#)[ILPSA](#)[STANDARDS](#)[FAQS](#)[CALENDAR](#)[REGISTRATION](#)

### AL DEPARTMENT OF EDUCATION LEADERSHIP & EVALUATION

In July 2005, the Alabama State Board of Education adopted new regulations and standards for Alabama Instructional Leaders to promote the mission of enhancing school leadership among administrators and principals resulting in improved academic achievement for all students. Instructional leaders will align their practice to the [Alabama Standards for Instructional Leaders](#). Leadership and Evaluation promotes and supports the effective preparation, development, and evaluation of Alabama's instructional leaders and teachers to insure that through effective professional practice, all students graduate college and/or career ready. Leadership and Evaluation also supports the work of the Alabama Council for Leadership Development.

**The Alabama State Board of Education's  
EDUCATIONAL RULER:  
Making & Measuring Progress Grade by Grade**



**Every Student Should Have:**

<b>Safe &amp; Disciplined Schools</b>	— Character Education/Student Responsibility and Conduct Standards
	— Parent and Community Involvement
<b>Quality Teachers</b>	— Evaluations/Testing/Accountability
	— Professional Development
	— Outstanding Programs Preparing Teachers



# Instructional Leadership Professional Study Application (ILPSA) Online System

<http://www.leadershipalsde.com>



## Instructional Leadership Professional Study

Alabama Council for Leadership Development

[\[Login\]](#)

 [Home](#)

 [Search](#)

 [Contact ACLD](#)

 [Application Requirements](#)

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### Home

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### Online Application System Users

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# Educator Self-Assessment

- Completed at the beginning of each school year
- Basis - Alabama Continuum of Teacher Development
- Foundation - Entire EDUCATEAlabama process
- *Educator's perspective on current level of practice on 39 indicators directly related to the five Alabama Quality Teaching Standards*
- Formative, rather than summative tool
- Provides educator with opportunity to truly be instrumental in developing and implementing personal plan for professional growth
- Completed assessment - establishes opportunity for *dialogue* between Educator and Instructional Leader

LE





# Dialogue

- ❖ The completed Educator Self-Assessment provides the basis for a meaningful conversation between the educator and instructional leader.
- ❖ From this conversation, the educator and instructional leader will determine plans for professional growth and implementation.
- ❖ Meaningful dialogue should result in finalizing indicators, selected from the completed Educator Self-Assessment, assigned to the PLP.

# Closing EA Process 2010-2011

## ❖ Evidence Summary

- Optional report completed by instructional leaders at the end of the EA process, prior to the next year
- ❖ Instructional leaders will close each educator's EA process for 2010-2011 by July 29, 2011.
- ❖ EA process should remain open to enter supporting evidence related to the educator's professional development experiences during Summer 2011.
- ❖ If EA process is closed prematurely, the instructional leader has the capacity to re-open until July 29, 2011.
- ❖ EA processes not closed by instructional leaders will be closed by the ASA on August 1, 2011.



PLANS FOR 2011-2012

# EDUCATE Alabama

*Alabama Professional Learning Collaborative*



# Following Educators Transition from PEPE to EA in August 2011

- ❖ School Counselors
- ❖ School Librarians
- ❖ Alabama Reading Initiative Reading Coaches
- ❖ Pre-K Special Educators
- ❖ Psychometrist/School Psychologists
- ❖ Speech-Language Pathologists
- ❖ Special Educators of Students generally taking the *Alabama Alternate Assessment (AAA)*



# Next Steps

- ❖ EA Content Review - Ongoing
- ❖ EA Training - Summer 2011
- ❖ Registering New Users through ED DIR
- ❖ Updating Existing Users through ED DIR
- ❖ EA Online “Fixes” - August 2011
- ❖ New EA Process Accessible on August 2, 2011
- ❖ EA Report Availability - Late Summer 2011