SEDL Regional Institute

Designing and Implementing Teacher Evaluation Systems

July 27-28, 2011

ALABAMA DEPARTMENT OF EDUCATION

EDUCATE Alabama

Alabama Professional Learning Collaborative

A Formative Approach to Ensuring Teacher Growth

Alabama Department of Education
EDUCATEAlabama Team

SDE Leadership & Evaluation (LE)

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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*

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- **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***

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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

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✓ *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

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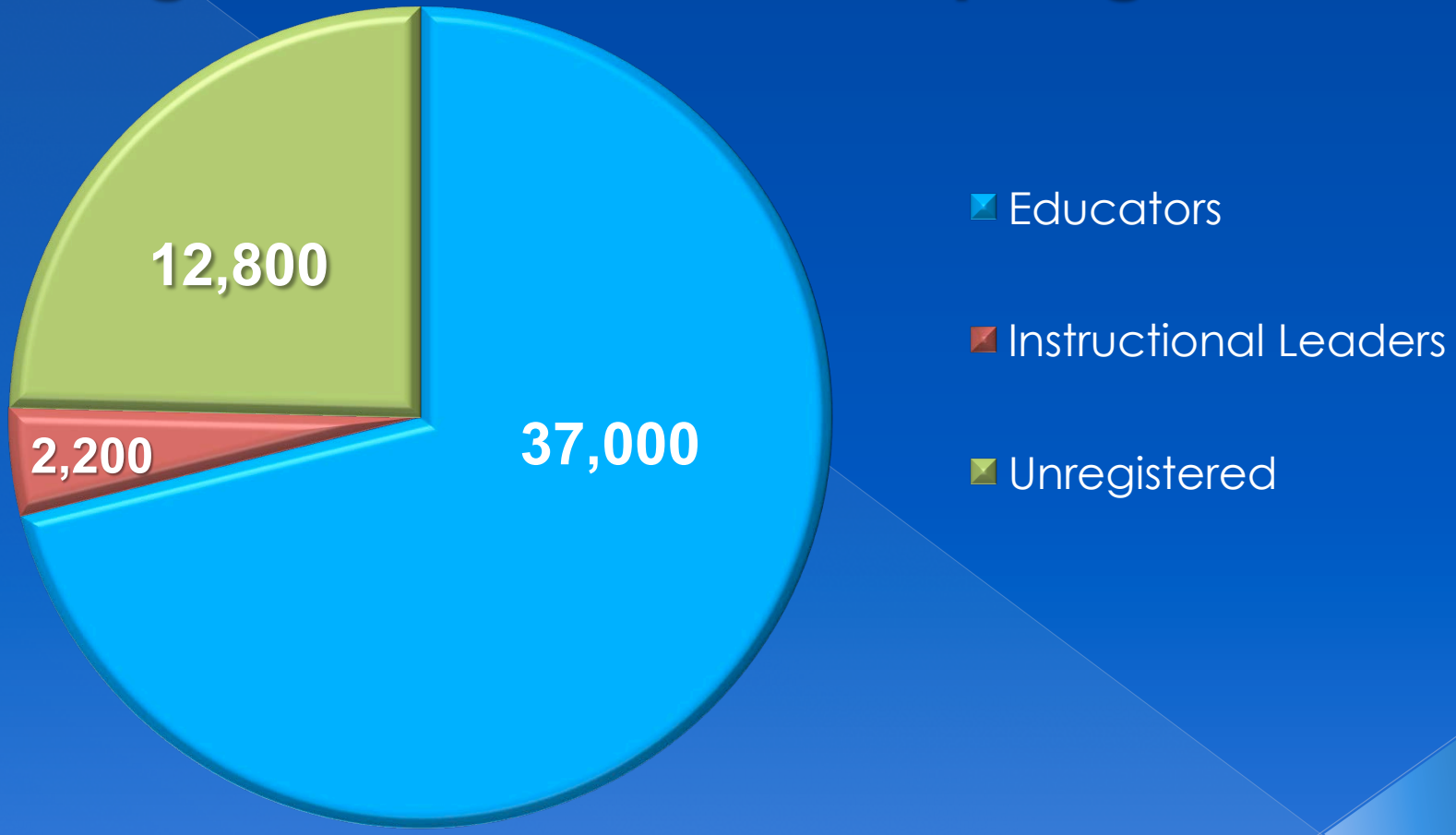
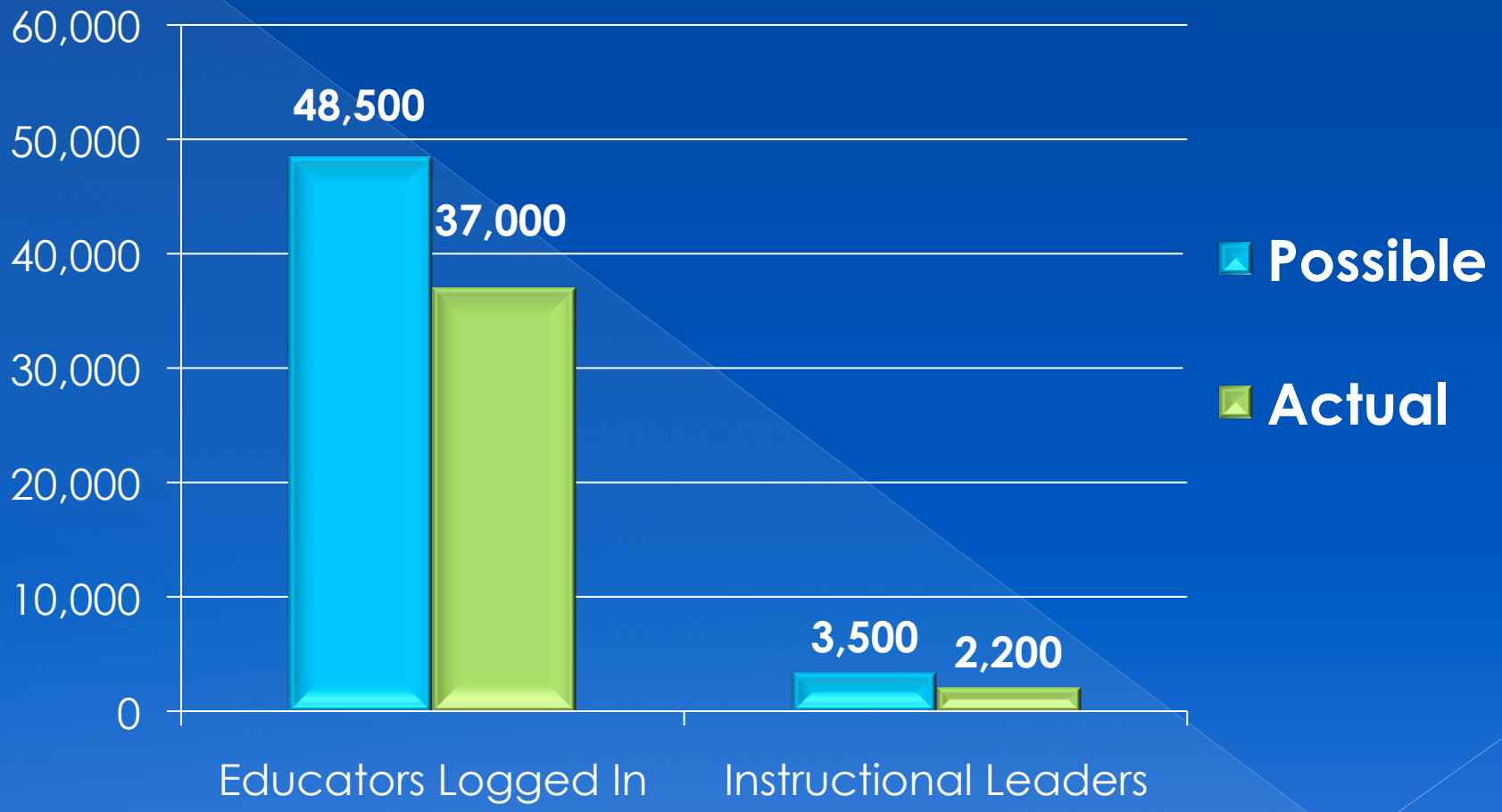
- ✓ **January - April**
  - ➢ ***Instructional Leaders and Educators***
    - Registering/updating ED DIR accounts
    - Implementing EA online process
  - ➢ ***SDE Helpdesk (IS)***
    Leadership and Evaluation
    Alabama Supercomputer Authority
    - Providing ongoing technical assistance
      - *ED DIR*
      - *Online process*
      - *EA content*

SDE Online Education Directory (ED DIR) Registered Accounts - Spring 2011



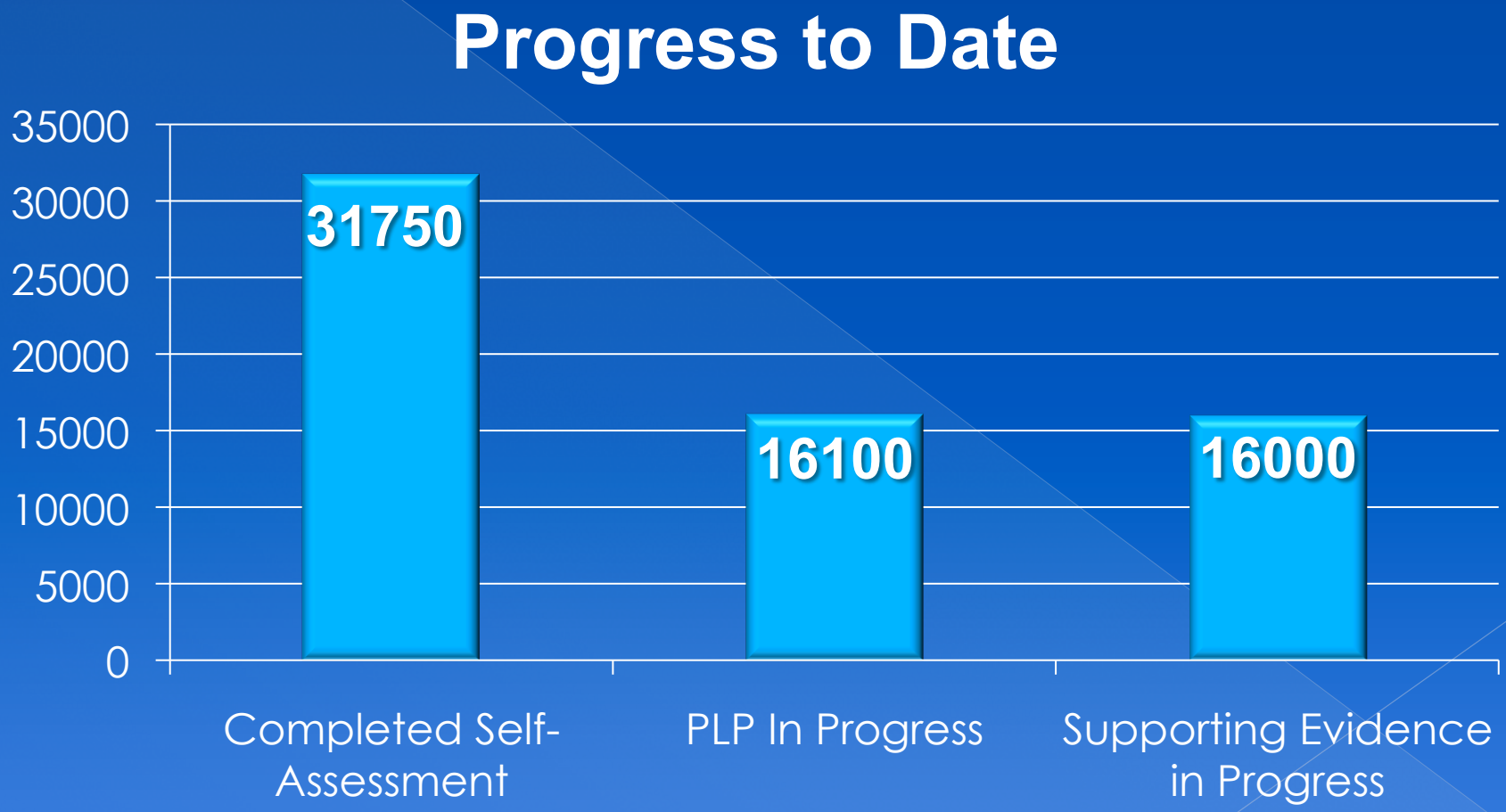
Estimated Total Number Professionals Statewide 52,000

EDUCATEAlabama Implementation



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

EDUCATEAlabama Implementation



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Important Points

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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

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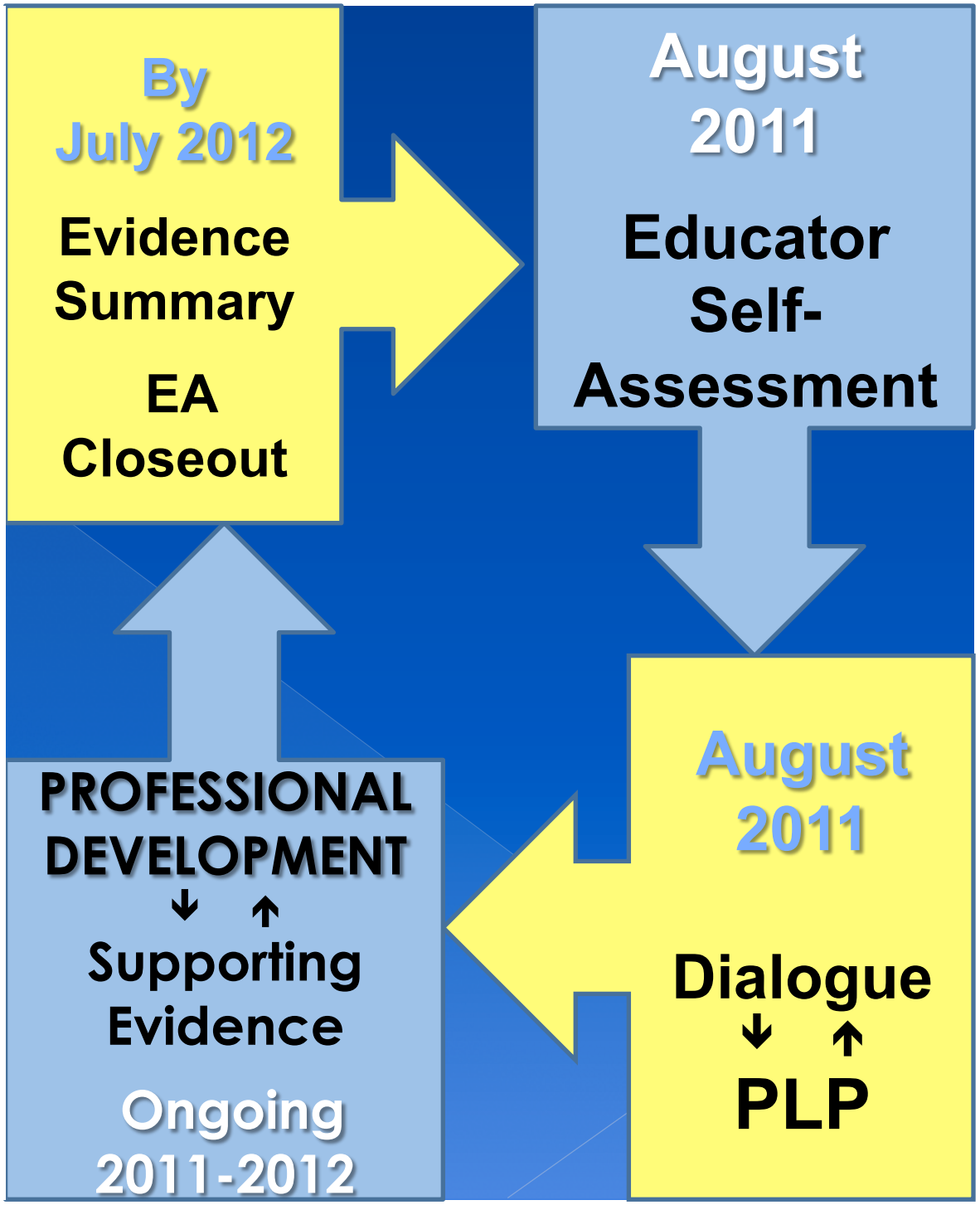
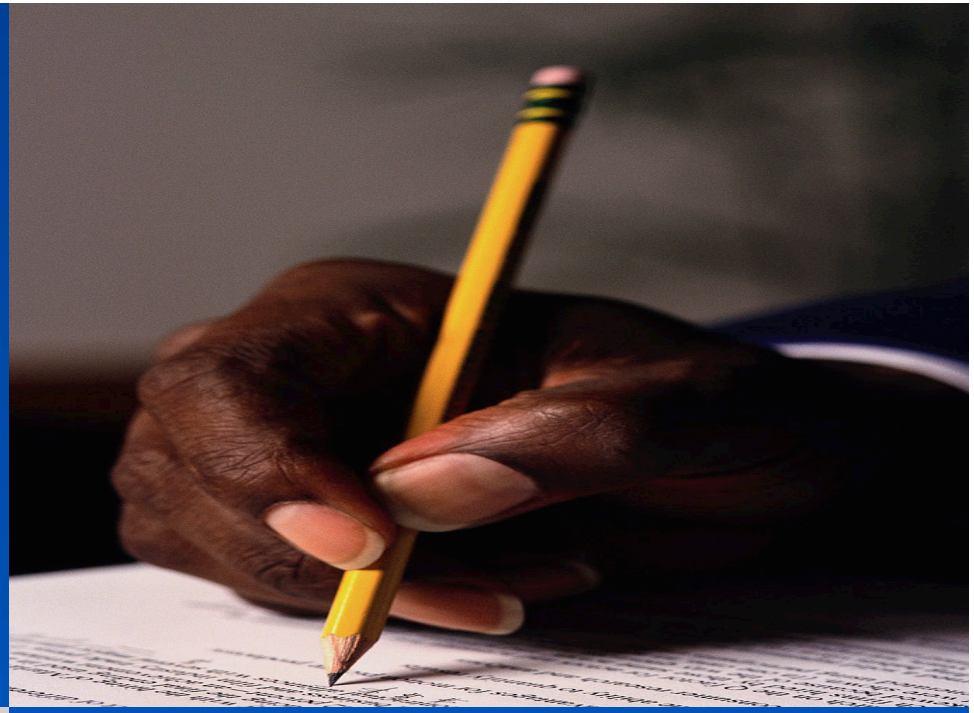


Your Professional Growth



Vital for Student Learning

Professional Learning Opportunities

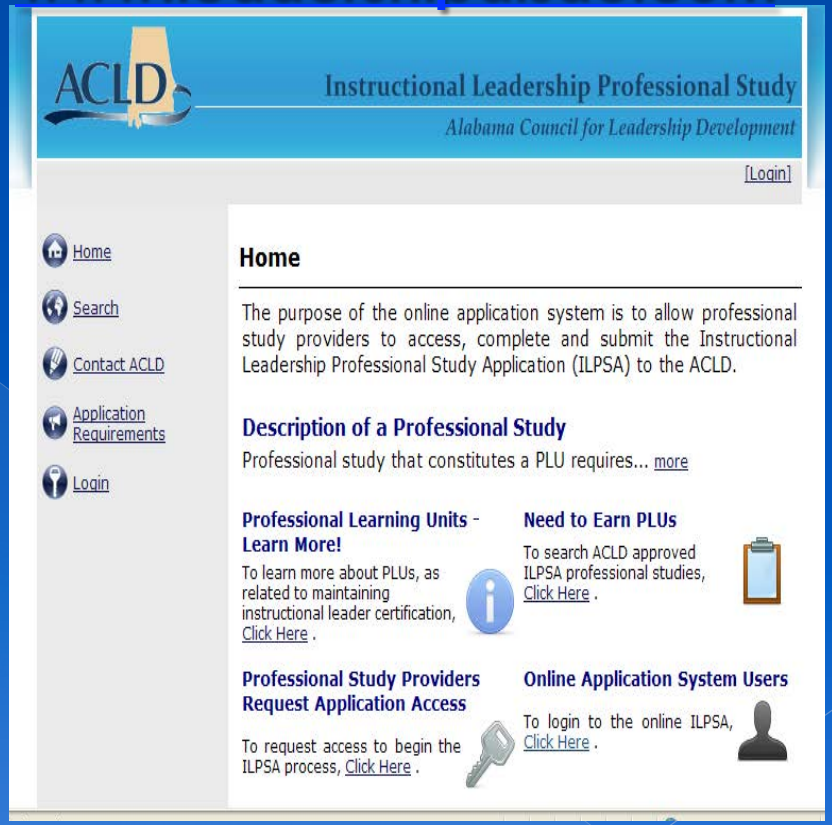
- **Many available through:**
  - *Local Education Agencies*
  - *Alabama Department of Education*
  - *Colleges and Universities*
  - *Professional Associations and Organizations*
  - *Private and Commercial Vendors*
  - *Other*

- **Plans for increased accessibility in 2011-2012**

ACLD Online…

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

http://www.leadershipalsde.com

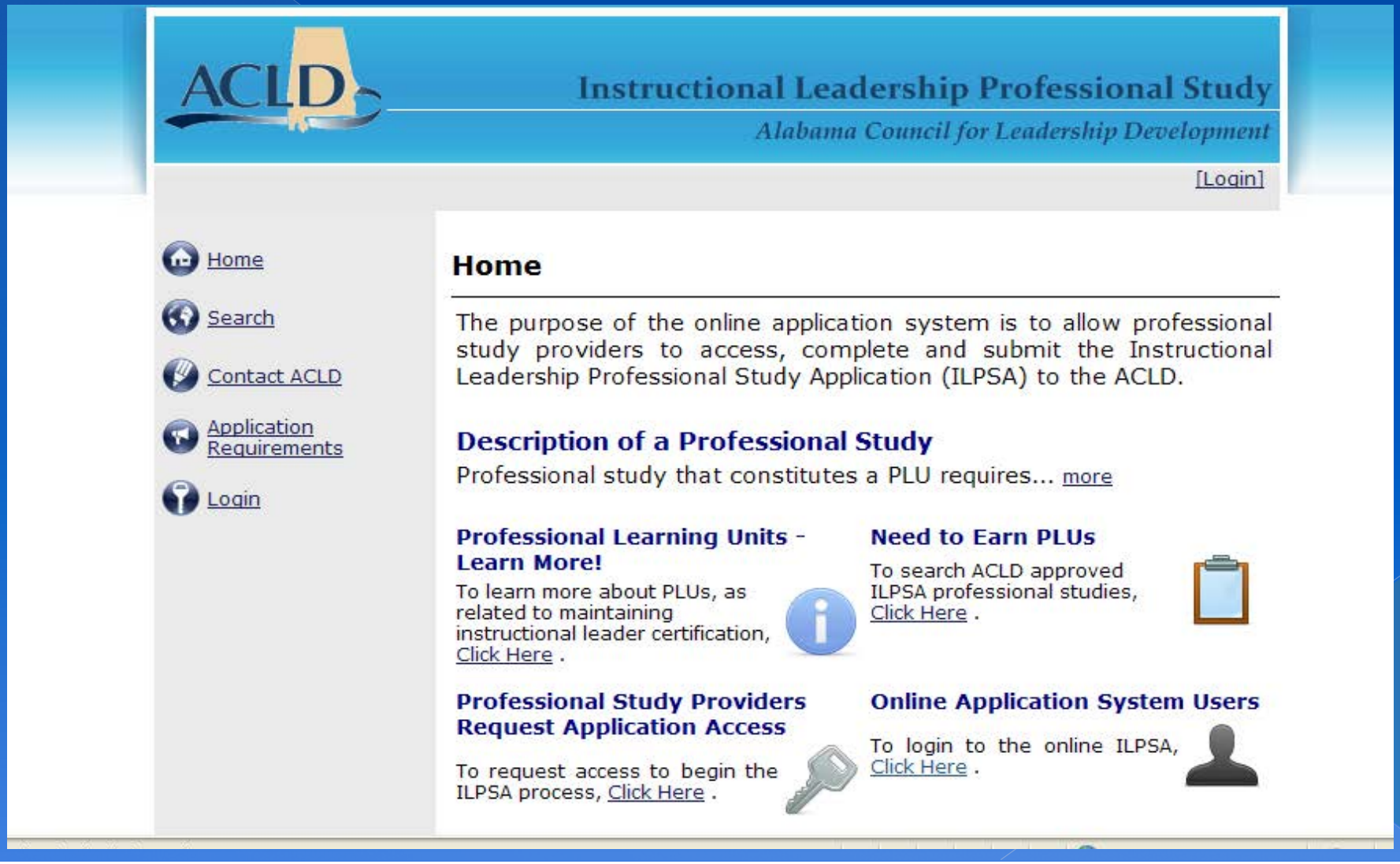


Leadership and Evaluation Online

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

Instructional Leadership Professional Study Application (ILPSA) Online System

http://www.leadershipalsde.com



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

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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.

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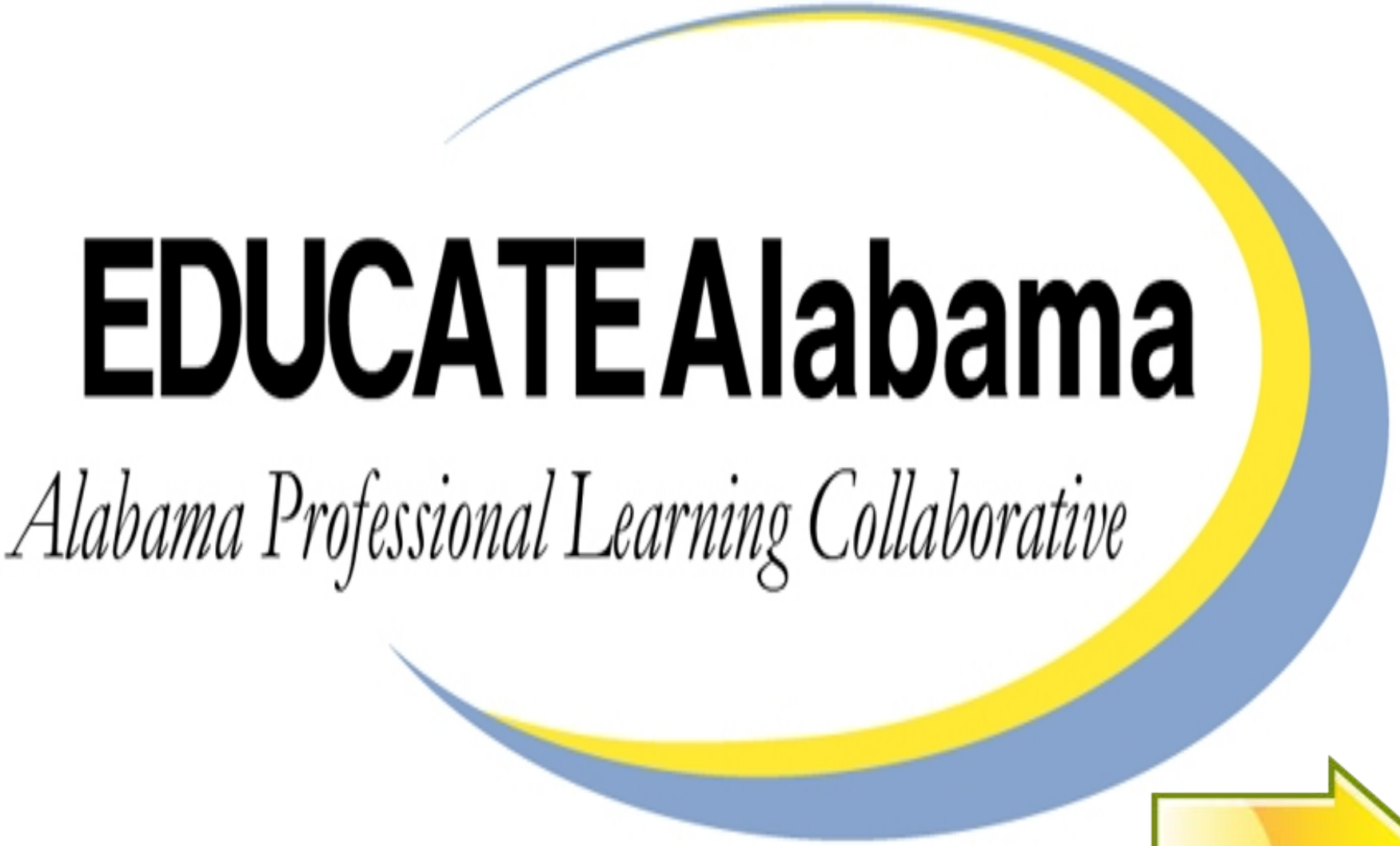
PLANS FOR 2011-2012



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