Educator Effectiveness and The Common Core State Standards

October 20, 2013

Bend Oregon

Initial Activity—Assessing the Readiness of my School/District

On a scale of 1-5, assess your school/district's readiness in the following areas, with "5" being, "the train is moving like a finely oiled machine"

1. I have a solid understanding of the expectations of my districts evaluation system and the Common Core
2. An educator evaluation cycle is firmly established in my school/district
3. There is a detailed plan for implementing the Common Core in my school/district, and it crosses all content areas

Dates on the Horizon

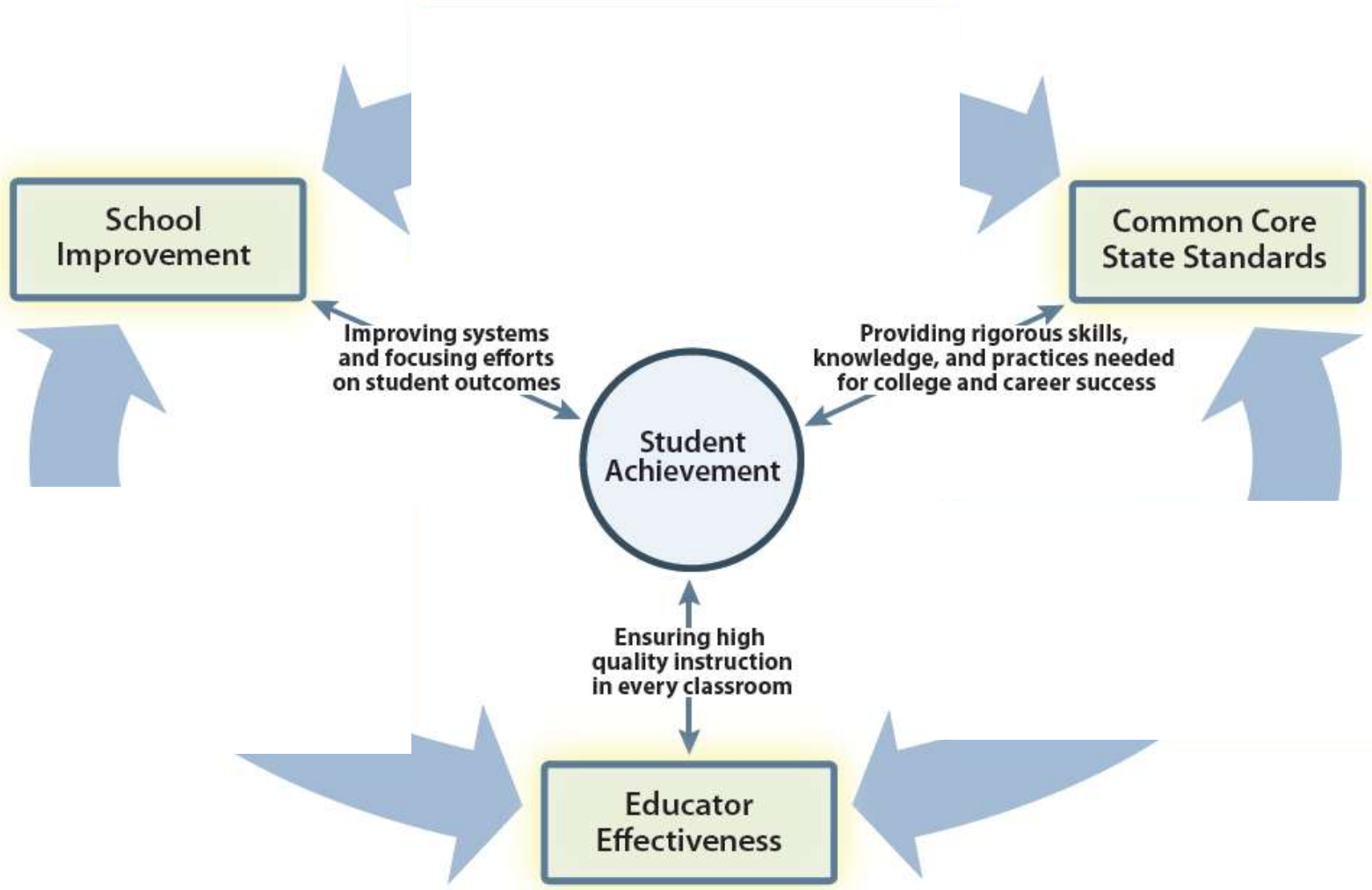
Winter/Spring 2015

- Smarter Balanced Assessments- Winter 2015
- District Peer Review of Evaluation Systems Completed-July 1, 2015

Activity #1: Identifying Connections Common Core/Educator Effectiveness and School Improvement

- Place the descriptors in the appropriate "Connection" box

Visualizing the Connections



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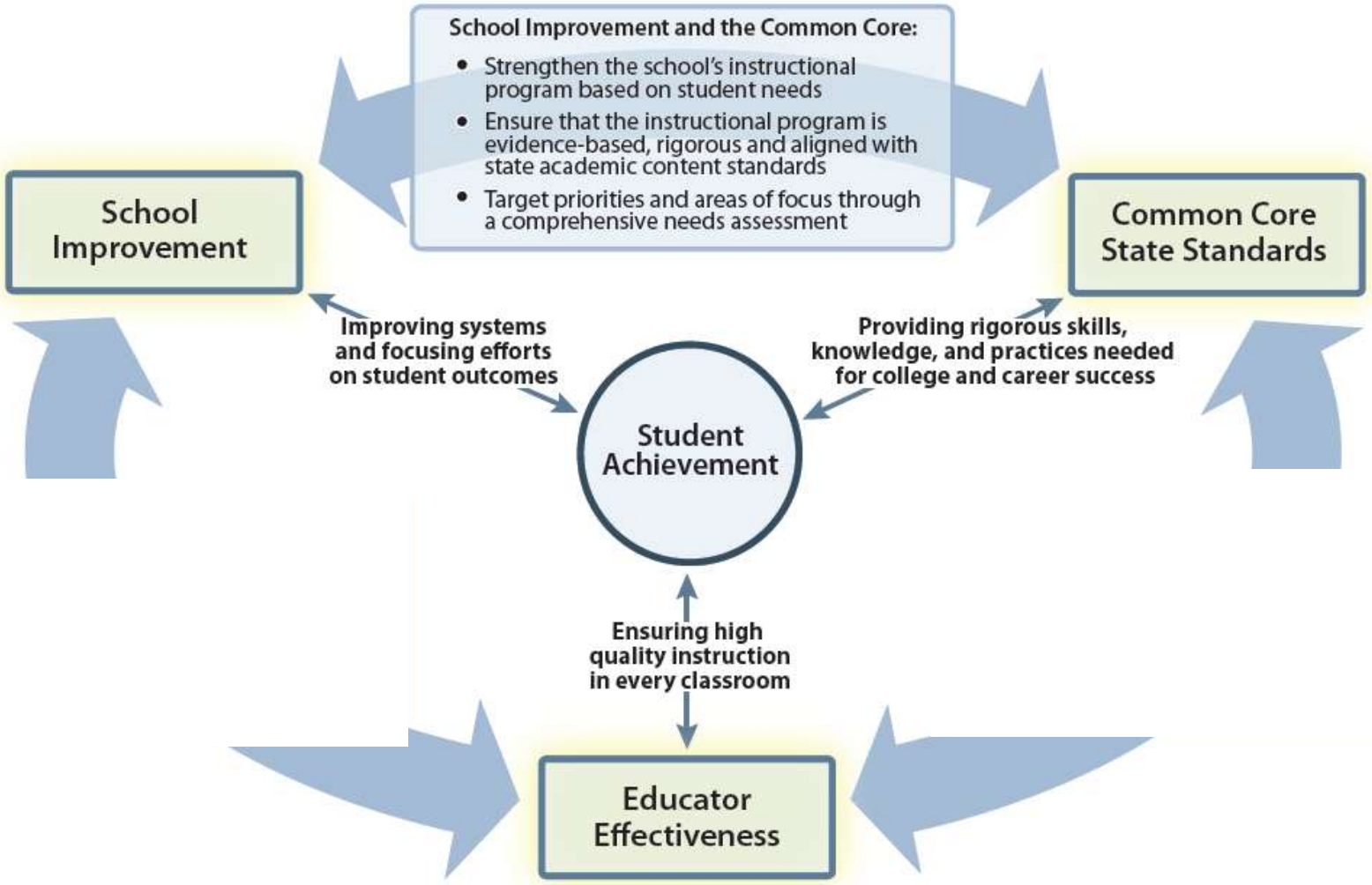

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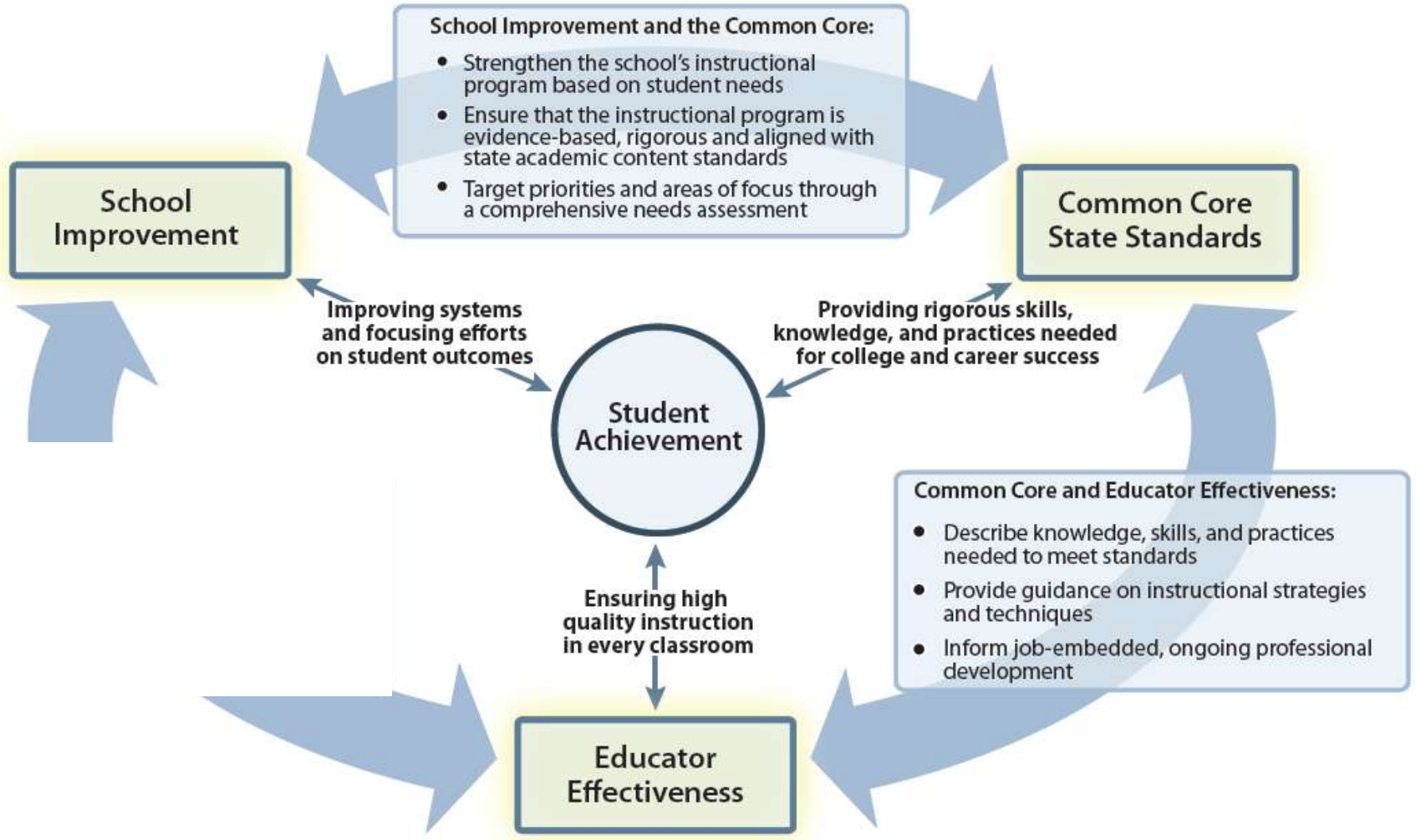

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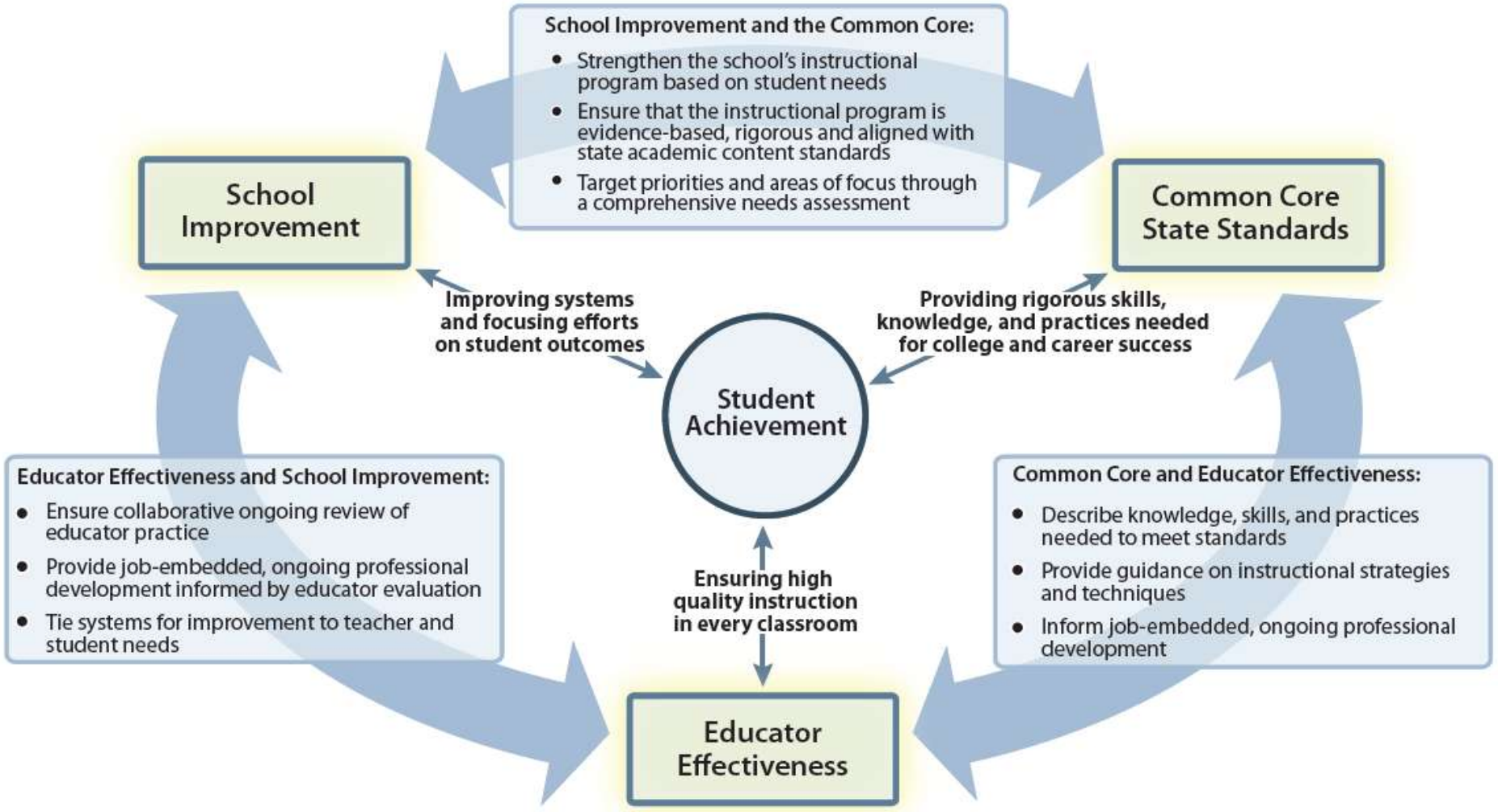


Integrating EE, CCSS, and SI: Commitments from ODE

- Coordinate timelines at the state level and integrate them into a cohesive work plan
- Coordinate messages from the state so you are hearing the same thing
- Provide samples of documents/tools related to each of the initiatives
- Provide integrated support identified by districts

Integrating EE, CCSS, and SI: Recommendations for Districts

- School/District Leadership teams review Action Plans and Implementation Plans simultaneously
- Identify overlaps in personnel, time, resources, activities, and outcomes
- Collaborate to find efficiencies in these areas
- Coordinate/revise implementation plans

Thinking About Implementation…

How will the district support and train **educators** in the:

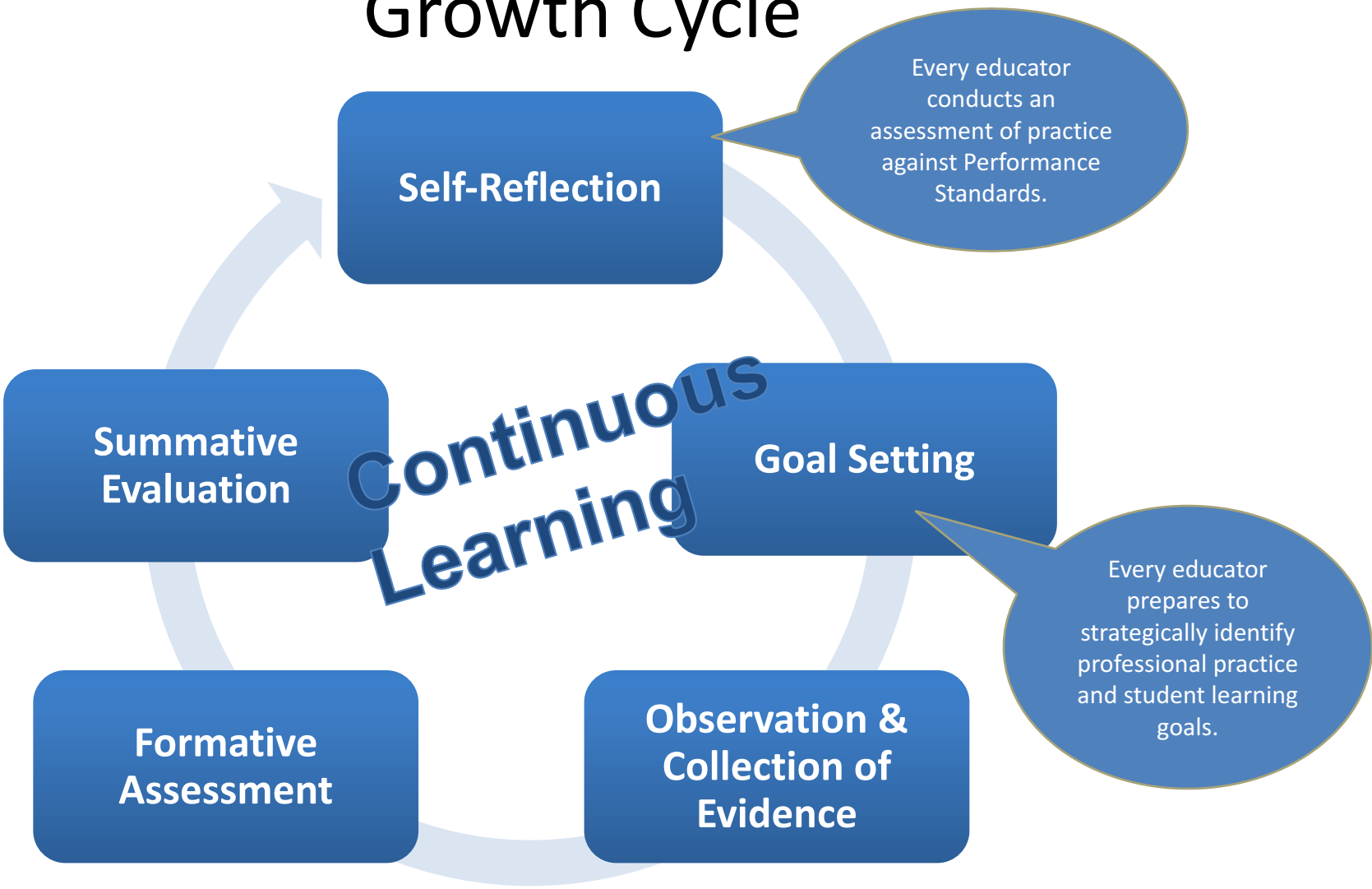
- Adopted rubric and what proficient practice looks like on the rubric
- Understanding which standards are observable and which need a different vehicle for evidence collection
- Creation of goals (professional goals and SMART student learning and growth goals)
- Collection of multiple forms of evidence
- Collaborative evaluation process between the educator and evaluator

Thinking About Implementation…

How will the district support and train **evaluators** in the preceding elements AND:

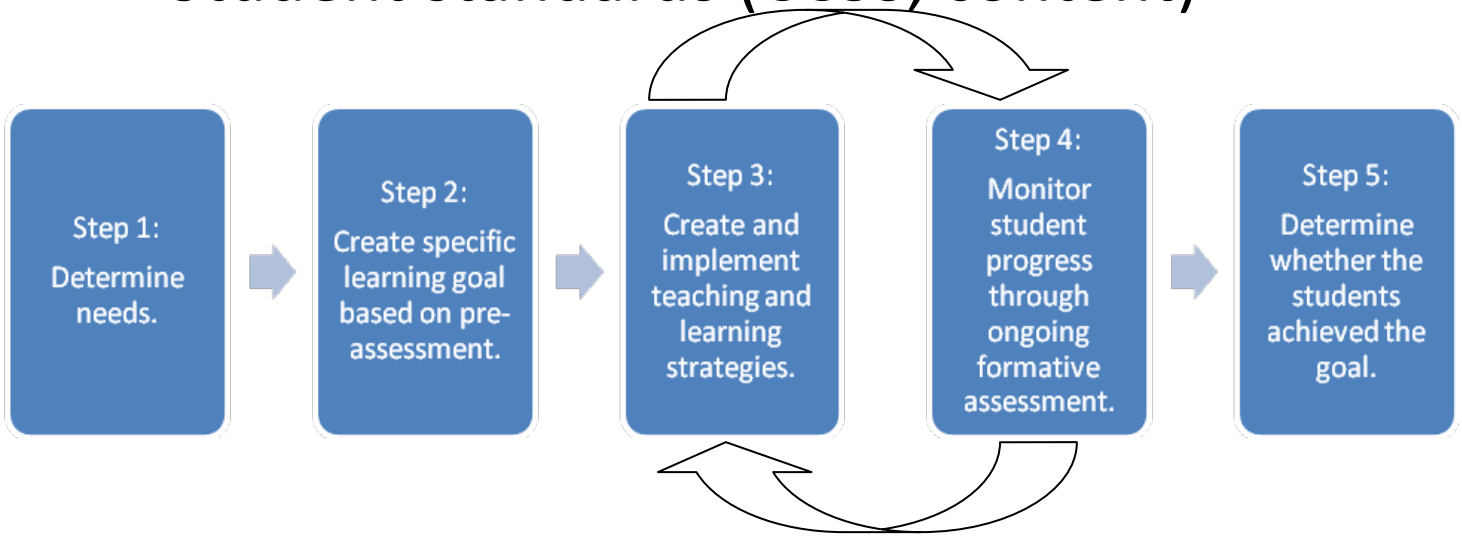
- Providing meaningful and timely feedback of observations
- Supporting a rigorous goal setting and monitoring process
- Professional growth cycle to support individual educator's learning

Five Components of the Professional Growth Cycle



Goal Setting

- Establish S.M.A.R.T Student Learning and Growth and Professional Practice Goals informed by
  - Teacher/Administrator standards
  - Student standards (CCSS, content)



Strategies for Collaborative Conversations

As Oregon's educational community deepens its work on the continuous improvement of educator practice, here are some strategies to consider when having collegial conversations……..

Collaborative Conversations and Goal Review

- If you have written your goals, write them down. If not, what are you planning?
- What strategies will you implement?
- With a partner, share your goals and strategies
- Use the conversation strategies to offer feedback to your colleague on their goal

Readiness Assessment Data Review

- Based on participants self-assessment of their readiness to implement, below is a breakdown of scores:
  - ***This data will be inserted during the course of the presentation***

Collaborative Conversations Focused on CCSS/EE Implementation

- Using the strategies presented earlier in the session…..
  - Share your strengths and areas for improvement related to implementing CCSS and EE systems
  - Use the collaborative conversation strategies to assist your colleagues in deepening their understanding of their district practice
  - Chart key steps to take back to your district for discussion

Share Out

- What new insights have you gained from colleagues as you compared your district's efforts?

Question and Answer

What pressing questions do you have concerning The Common Core State Standards and Educator Evaluation and Support Systems?