

TEACHER EVALUATION SYSTEMS CONNECTIONS TO COMMON CORE STATE STANDARDS



North East Florida Educational Consortium

Learning Goals



- Participants will understand how the Common Core State Standards have a direct connection to their teacher evaluation system
- Participants will be able to articulate the relationship between their instructional shifts and implementation of the Common Core State Standards
- Participants will know how both student learning and teacher behaviors inform professional development.

How do we make the connections?



Common Core State Standards

Student Learning

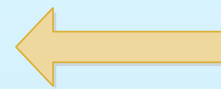
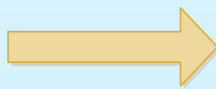
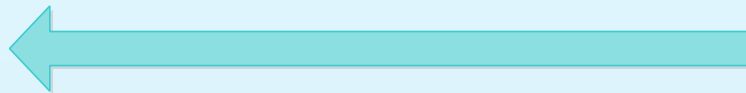
1. Enabling Complex Thinking
2. Rigor
3. Cohesion and Focus
4. Master



Teacher Evaluation

Effective Teaching

1. Quality of Instruction
2. The Learning Environment
3. Instruction Delivery & Facilitation
4. Assessment
5. Continuous Improvement



Common Core State Standards



Shoulder Talk
Level of
Implementation?

Driving the Timeline?

Common Core State Standards Implementation Timeline



Year/Grade Level	K	1	2	3-8	9-12
2012-2013	FL	FL	L	L	L
2013-2014 CCSS fully implemented	FL	FL	FL	BL	BL
2014-2015 CCSS fully implemented and	FL	FL	FL	FL	FL

F - full implementation of CCSS for all content areas

L - full implementation of content area literacy standards including: (1) text complexity, quality and range in all grades (K-12), and (2) CCSS Literacy Standards in History/Social Studies, Science, and Technical Subjects (6-12)

B - blended instruction of CCSS with Next Generation Sunshine State Standards (NGSSS); last year of NGSSS assessed on FCAT 2.0

Shifts in English Language Arts



- Building knowledge through content rich nonfiction and informational text
- Knowledge in the disciplines
- Staircase of Complexity
- Reading and writing grounded in evidence from the text
- Writing from sources
- Regular practice with complex text and its academic vocabulary

What does this mean for instruction?



Student Learning



Teacher Behaviors

Shifts in Mathematics



- **Focus:** where the Standards focus; narrow and deepen scope of time and energy
- **Coherence:** think across grades and link to major topics within grades
- **Rigor:** require conceptual understanding, procedural skill and fluency, and application with intensity

What does this mean for instruction?



Student Learning



Teacher Behaviors

Teacher Evaluation



- ❑ What professional development have school leaders had on the teacher evaluation instrument?
- ❑ Has calibration been done across the district?
- ❑ How has the teacher evaluation been introduced to teachers?
- ❑ What is the plan for follow-up to the teacher evaluation results ? VAM score?

Teacher Evaluation



- FEAPS guiding standards
- Common understanding of expectations for the teacher evaluation indicators
- Coherent approach to instruction
- Meaning of teacher evaluation levels of proficiency
- Know what is expected and how to demonstrate
- Teacher Evidence
- Student Evidence
- Connections to IPDP Plans

Professional Development



Common Core Standards Teacher Evaluation

What does student learning ... What do the teacher behaviors...

...look like, sound like? What would be the
evidence?

CCSS ELA Writing Standard 1

3 rd	Write opinion pieces on topics or texts, supporting a point of view with reasons.
5 th	Write opinion pieces on topics or texts, supporting a point of view with reasons and information
8 th	Write arguments to support claims with clear reasons and relevant evidence
9-12	(CC Anchor Standard) Write arguments to support claims in an analysis of substantive topics or texts, using valid reasoning and relevant and sufficient evidence.

The Goal of Teacher Evaluation



To Improve **Teaching** and **Learning**

Effective evaluation for professional growth relies on:

- ❑ Clearly defined and communicated standards for performance
- ❑ Quality tools for measuring and differentiating performance
- ❑ Quality training on standards and tools
- ❑ Evidence to make decisions

What now?



What are our next
steps?

Questions?

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Transforming the way teachers work