



THE COLLEGE READY PROMISE ADVISORY PANEL, NOVEMBER 2010

“Having a high-quality teacher over four consecutive years could close the achievement gap.” – Daniel Fallon, Brookings Institute

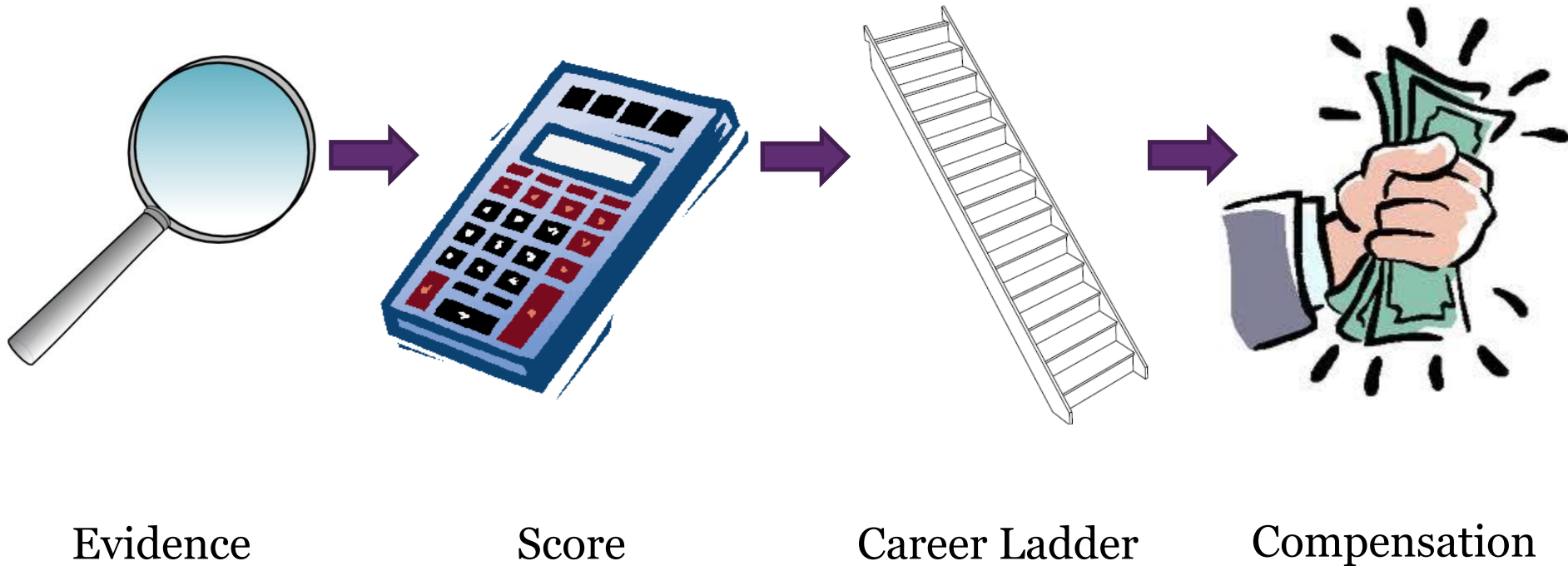


Goals of the College Ready Promise

- The goal of the Teacher College Ready is to increase student achievement by:
 - Setting clear standards and raising the bar for instructional excellence across the organization
 - Retaining highly effective teachers through recognition & reward
 - Reinforcing the value the Alliance places on great teaching



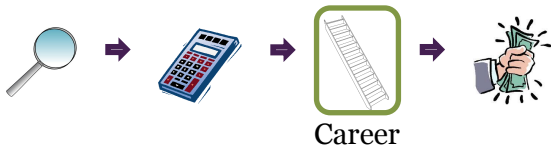
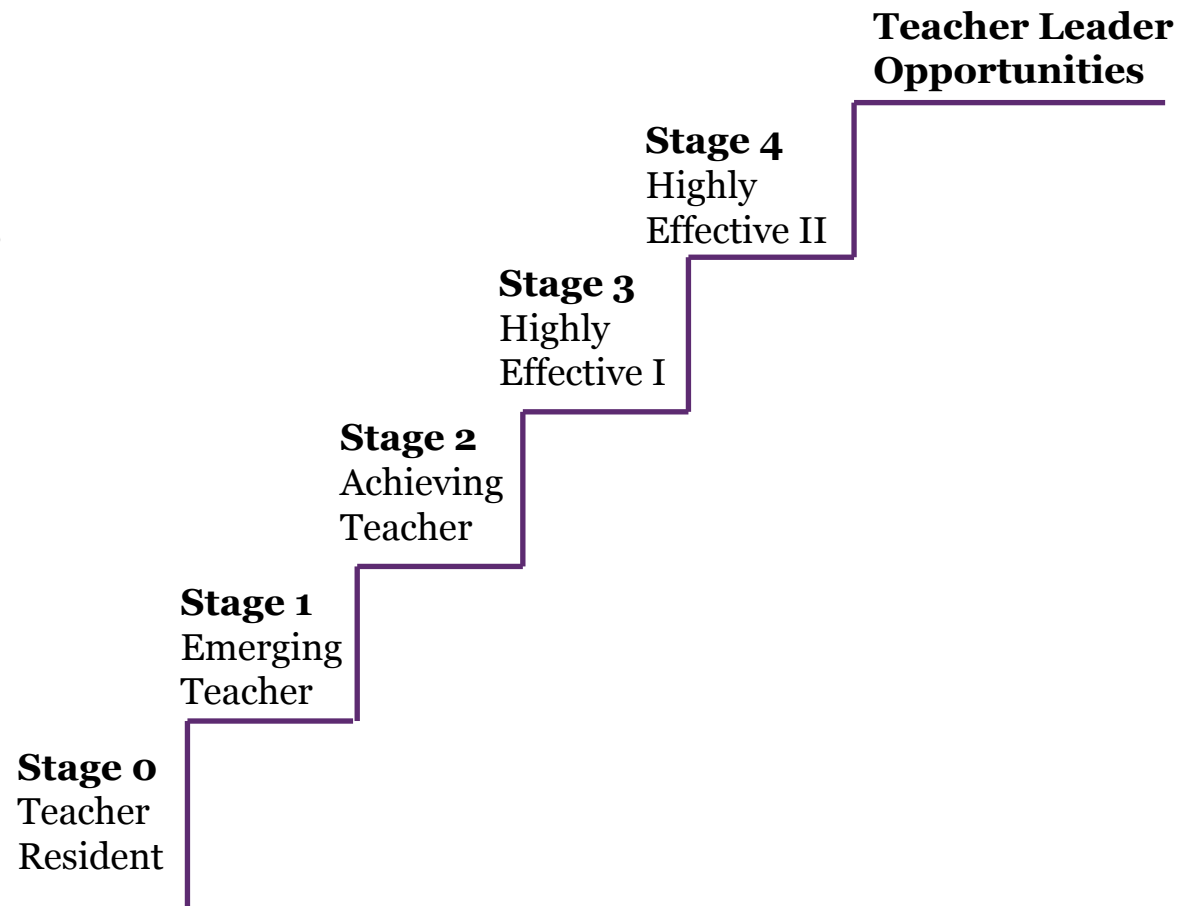
Careers & Compensation: The TCRP model



Let's work backwards. What is a Teacher Career Ladder?

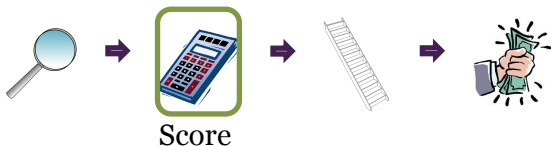
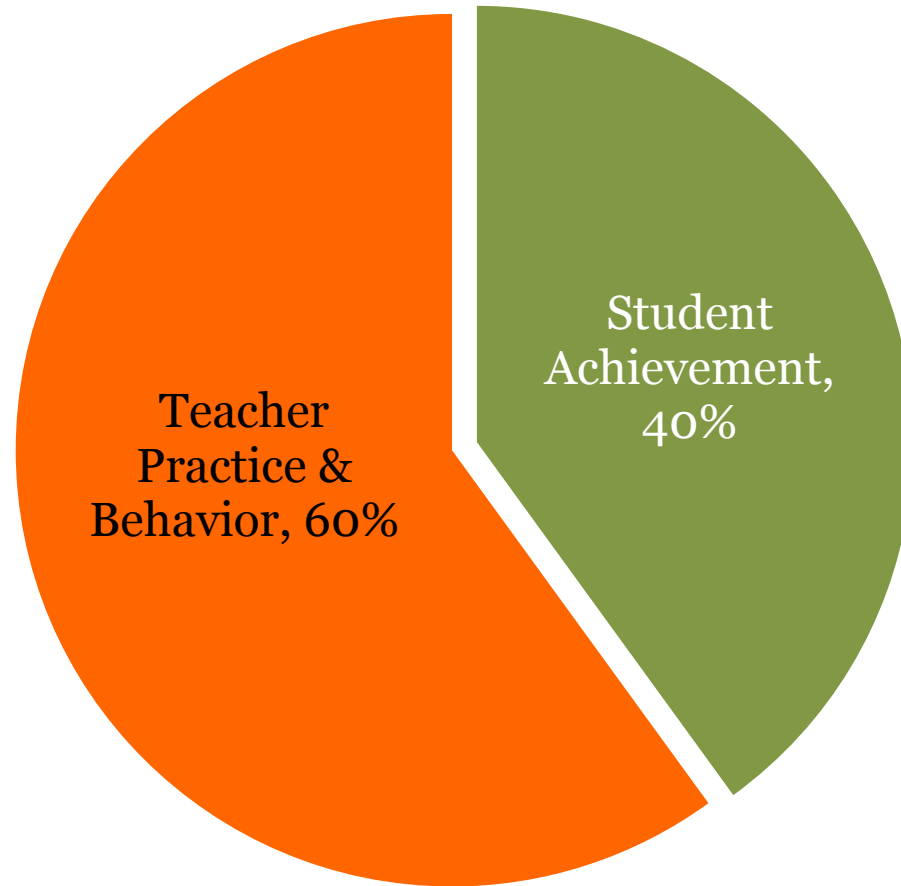
- A defined career path that recognizes and celebrates teachers' professional growth with:

- Promotions
- More compensation
- New PD opportunities
- Leadership opportunities



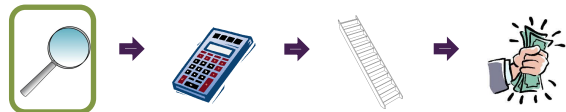
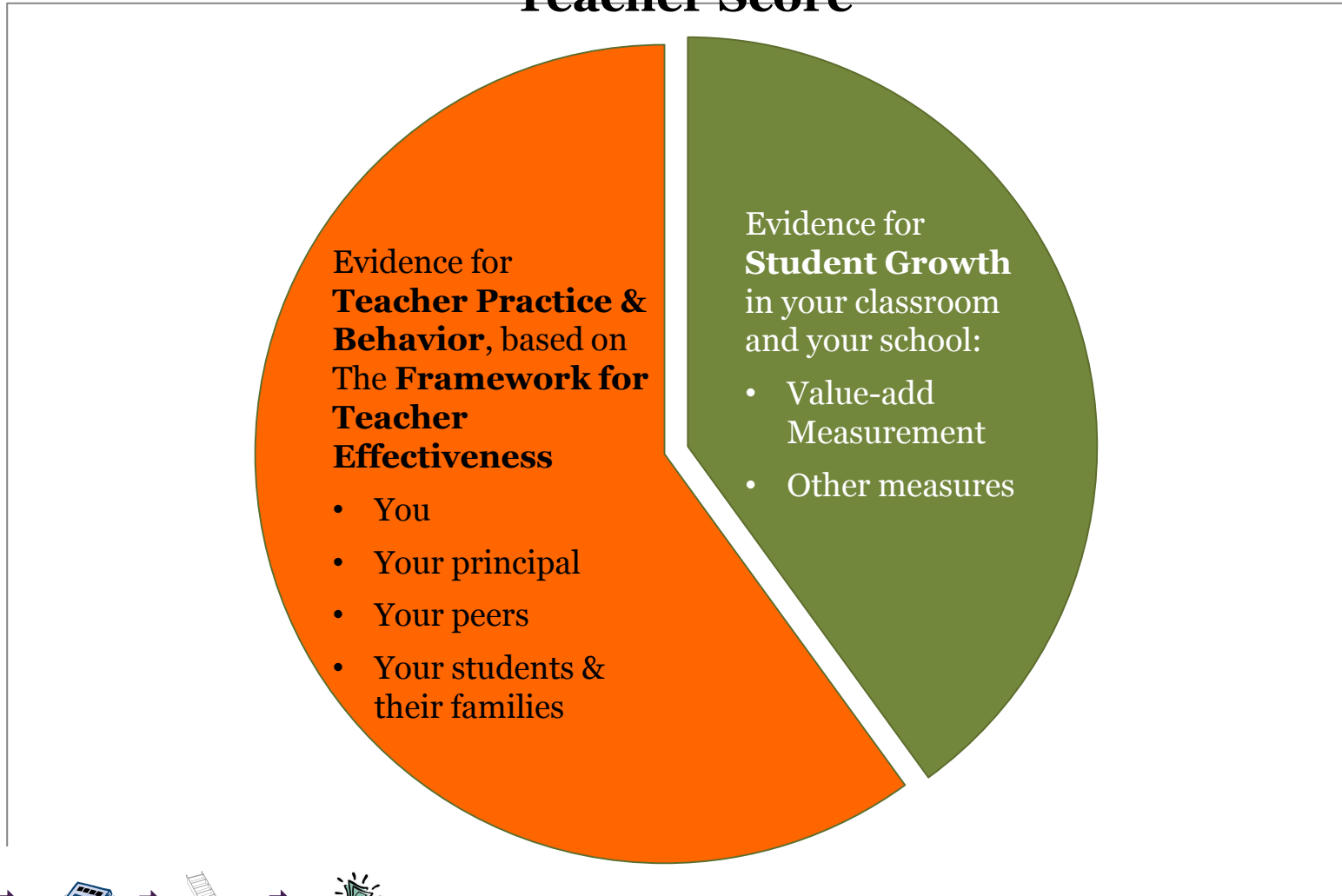
Teacher scores will determine where you are on the ladder

Teacher Score



OK, what EVIDENCE will we be using?

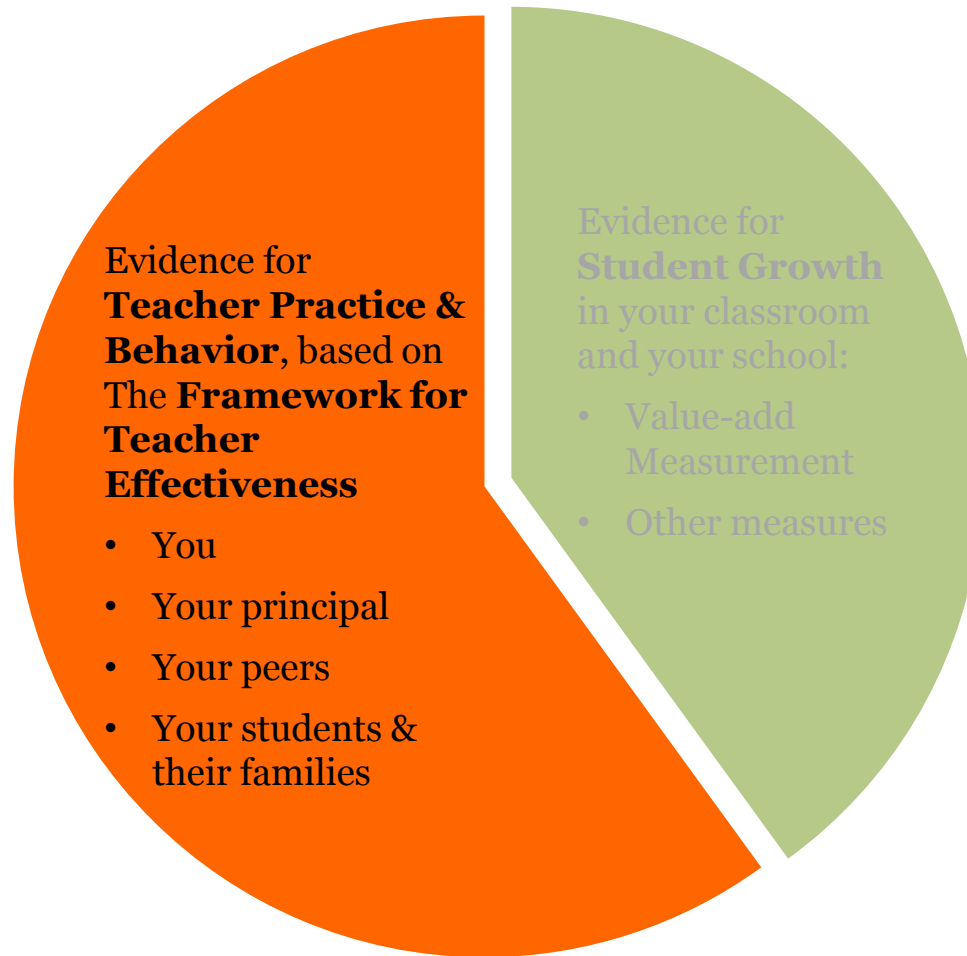
Teacher Score



Evidence

Teacher Practice & Behavior

Teacher Score



Framework for Teacher Effectiveness: 6 “Domains”

Instructional Practice

Planning



Learning Environment



Instruction



Assessment



Relationships & Responsibilities

Professional Responsibilities



Relationships




We'll get multiple points of view on each domain

	Principal Observations	Peer Feedback	Student Surveys	Family Surveys
Planning	✓	✓		
Learning Environment	✓		✓	
Instruction	✓		✓	
Assessment	✓			
Professional Responsibilities	✓	✓		
Relationships	✓		✓	✓

What will classroom observation look like?

Conceptual DRAFT:

- 2 formal classroom observation cycles each year
 - Pre conference
 - Lesson observation
 - Post conference
- 1 “choice event” each year (TBD)
 - Unit Analysis
 - Data Gathering
 - Videotape Analysis
 - Parent Outreach
 - Assessment Analysis
 - Data Team Observation



**Pilot Year
2010-11**

Implementation Plan

- 2010-11
 - Pilot Year
- 2011-12
 - Year 1 Implementation Provisional Score
- 2012-13
 - Year 2 Implementation Placement on new Career Path

Pilot Year Plan

1. We have a final **draft** Framework and Rubric that will be used for pilots this year & then revised again for next year.
2. All principals and APs are receiving 5 days of PD on observation, feedback & evaluation this year. Goals include:
 - Intimately understanding the new rubric
 - Calibration across Alliance schools
 - Gathering objective evidence for all standards
 - Giving & receiving effective feedback
3. Teachers will also receive PD with similar goals.
4. **All** schools will pilot the tools with 3-4 teachers. Data will be collected at **four** “intensive” pilot schools to learn about tools and processes.

Pilot Timing

- CMO Staff Training
- Principal and AP Training
- Teacher Training
- First round observation
- Second round observation
- November (4 days)
- November (2 days)
December (2 days)
January (1 day)
- TBD (January?)
- February
- Spring, TBD

Using a Rubric for Observation and Feedback

“A framework for teaching offers educators a means of communicating about excellence... It is not only through conversation, however, that teachers can use a framework for teaching to strengthen their practice. Clear descriptions of practice enable teachers to consider their own teaching in light of the statements.”

Charlotte Danielson

How is this approach similar to or different than what you have experienced in the past?

Getting to know the rubric

Three Themes:

- College readiness
- Cognitive engagement
- Student-centered/ constructivist

At a level three or four, these themes are being applied in classroom practice.

Getting to Know the Rubric

Each group will thoroughly read and summarize one domain, using the following process:

- Divide up each standards in the domain for individuals or pairs to examine.
- Read the standard, indicators, and descriptors, underlining the key words at each level.
- Summarize the standard to your group and identify **+/- /?**
- Each group creates a summary of the domain, and the **+/- /?** For the domain , and prepares to share with the group.

Thank You!

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