

Summit VIII

Beyond Ratings: Using Educator Evaluation for Professional Growth and Support



Retain your teachers!

Support your leaders!

Strengthen your schools!



June 13, 2017

Starr Pass Resort Tucson, AZ

Supporting LEA Efforts to Implement Educator Effectiveness Systems and Arizona's College & Career Readiness Standards

Recognizing the impact of teachers and principals on student achievement, states are emphasizing the urgent need to create and implement quality, comprehensive, strategic systems for evaluating teacher and principal performance in a manner that will identify, support and develop educator effectiveness and increase student academic growth. As state and local policymakers are responsible for the design, development and implementation of evaluation systems using multiple measures, including student growth, it is critical they are familiar with emergent research, promising practices and strategies related to the design of teacher and principal evaluation systems and uses of the resulting data.

Summits I – VII have focused on components of the educator evaluation process including the use of multiple measures to guide implementation for improving teacher effectiveness and learning. Summit VIII is an encore to the educator evaluation series designed to assist Arizona LEAs in determining outcomes that are a part of a roadmap to improving teaching and learning.

Purpose of this Workbook

This workbook can serve as a guide during sessions to maximize available discussion and planning time, and provide the opportunity to:

- Reflect on session presentations and consider critical questions;
- Share information, ideas and resources with LEA team members;
- Address opportunities and challenges in a supportive, transparent environment;
- Consult with experts on issues of effective classroom observations and tools & strategies to use evaluation data;
- Identify goals, priorities, plans and next steps.



Summit VIII Agenda

Tuesday, June 13



Time	Event	Location
10:30am – 12:00pm	Registration	Arizona Foyer
12:00pm – 12:45pm	Lunch	Arizona Ballroom
12:45pm – 1:30pm	Poster Sessions <i>One stop shop for information from ADE and External providers</i>	Arizona Foyer
1:30pm – 1:45pm	Welcome and Superintendent’s Message Keith Snyder/Steve Larson Superintendent Diane Douglas	Arizona Ballroom
1:45pm – 3:15pm	Keynote Do We Still Need Teacher Evaluation Systems? Angela Minnici Senior Director of State Strategy, WestEd <i>States and districts across the country have been designing and implementing new teacher evaluation systems for the past decade with lackluster results. The Every Student Succeeds Act provides opportunities to focus on getting teacher evaluation right once and for all. It’s time to rebrand, revise and renew our efforts around teacher evaluation so that teachers are developed throughout their career.</i>	
3:15pm – 3:25pm	Snack and Refreshment Break	Arizona Foyer
3:25pm - 4:55pm	Breakout Sessions	
	When and how LEAs can Start Using Data for Supporting the Growth of Teachers Fredrick Brown	Arizona Salon 5
	Converting Leadership Data to Actionable Feedback: Lessons Learned Matthew Clifford	Arizona Salon 4
	Targeted Coaching and Feedback: Supporting Teacher Practice in High-Leverage (and Evidence-Based) Practices Lynn Holdheide	Arizona Salon 3
	Instructional Feedback: Developing Principal Practice Aaron Butler	Arizona Salon 2
4:55pm – 5:00pm	Closing and Raffle Prizes	Arizona Foyer

Breakout Session Descriptions 3:25 – 4:55PM

When and how LEAs can Start Using Data for Supporting the Growth of Teachers

Fred Brown, Deputy Director
Learning Forward

Room: Arizona Salon 5

We use all kinds of data for other decisions in LEAs. Frederick Brown's session will address when and how LEAs start using data for supporting teachers' professional growth and growth plans for teachers. The methodology behind Professional Learning Standards will also be discussed as a resource.

Converting Leadership Data to Actionable Feedback: Lessons Learned

Matthew Clifford, Principal Research Scientist
Center on Great Teachers and Leaders (GTL Center)

Room: Arizona Salon 4

Arizona and other states are investing in gathering better leadership data, but the data has power only if converted into actionable goals. This session describes principal practice data and how principal supervisors convert data into actionable goals and professional supports for principals. Examples from school districts will be discussed and a professional goal setting tool provided.

Targeted Coaching and Feedback: Supporting Teacher Practice in High-Leverage (and Evidence-Based) Practices

Lynn Holdheide, Interim Director
Center on Great Teachers and Leaders (GTL Center)

Room: Arizona Salon 3

Change is hard and it does not occur over night. It requires practice, coaching, reflection, and MORE practice, coaching and reflection. Over the last decade teachers have been charged with changing their practice via a plethora of reform initiatives. This session will discuss the essential features of high-quality practice-based opportunities – inclusive of feedback, coaching and reflection – and offer the notion that targeting specific high-leverage (and evidence-based) instructional practices will likely lead to increased student achievement and lessen the anxiety of already over-taxed teachers. Join us for a lively and provocative discussion that may just help retain quality teachers.

Instructional Feedback: Developing Principal Practice

Aaron Butler, Principal Technical Assistance Consultant
Center on Great Teachers and Leaders (GTL Center)

Room: Arizona Salon 2

Performance feedback can make a world of difference to teachers. Done well, feedback can inspire instructional change and deepen connections between teachers, leaders, and schools. Many principals and assistant principals struggle to provide teachers targeted, actionable feedback. During this session, AIR's Center on Great Teachers and Leaders will review research on powerful feedback and learn how two states are using the Instructional feedback observation tool and technology to improve school leaders' practices through coaching and supervision.

Poster Session Notes

Key Ideas	Questions	“Ahas”
Take-aways:		
Action Steps:		

Keynote: ESSA and Educator Evaluation

Key Ideas	Questions	“Ahas”
Take-aways:		
Action Steps:		

Breakout Session Presenter:

Topic:

Key Ideas	Questions	“Ahas”

Take-aways:

Action Steps:

NOTES	
CONTACTS	
FOLLOW UP	

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Qualified Evaluator Academy

Arizona Department of Education's Effective Teachers and Leaders Unit proudly offers the Qualified Evaluator Academy. This is an opportunity to strengthen your effectiveness as an evaluator where you will acquire tools, strategies, and resources to build a positive and professional working community within your schools. Through the use of the evaluation cycle, the Academy will enhance your knowledge and skills on having meaningful dialogue with your staff on various topics to increase student achievement and teacher retention.

For all new and veteran superintendents,
principals, coaches, mentors, and leaders.

Outcomes:

- *Understand legal requirements regarding teacher evaluation*
- *Integrate and use multiple measures in the evaluation system*
- *Plan and conduct pre- and post- observation conversations*
- *Collect and share appropriate evidence of effective teaching*
- *Identify effective teaching techniques and strategies*
- *Use data to drive professional learning linked to growth and improvement plans*
- *Plan and conduct mid-year conversations through data literacy*
- *Recognize personality traits and how to effectively communicate with staff*
- *Determine summative evaluation score tied to teacher performance levels*
- *Review staffing to determine equitable access for students*
- *Examine exit and returning surveys*
- *Identify and explore current practices and structures for retaining teachers*

Two cohorts to choose from

Starting Off the Year (Days 1-3) July 11-13, 2017

Mid-Year & Summative (Days 4-5) January 30-31, 2018

Evaluators receive: Qualified Evaluator Certificate, Book, Continental Breakfast & Lunch

Starting Off the Year (Days 1-3) August 22-24, 2017

Mid-Year & Summative (Days 4-5) February 1-2, 2018

Evaluators receive: Qualified Evaluator Certificate, Book, Continental Breakfast & Lunch

\$325 for all 5 days!

Register on-line at www.azed.gov through the Event Calendar located on the lower right corner.

Sessions will be held at
Arizona Department of Education
1535 West Jefferson Street
Phoenix, AZ 85007

