EVERYONE AT THE TABLE

Thornton Fractional Township High School District 215
Superintendent Creg E. Williams, Ed.D.

Model of Evaluation Reform

Presented by:
Jake Gourley, President, T.F. Local #683 IFT/AFT
Judith Whalen, Principal, T.F. South High School
Thornton Fractional Township High School District 215 is located in the southeastern corner of Cook County approximately 25 miles south of central Chicago and serves the communities of Burnham, Calumet City, Lansing and Lynwood, Illinois.
### TFD 215 Demographics

**Total Enrollment 3,566**
- Thornton Fractional Center 113
- Thornton Fractional North 1,521
- Thornton Fractional South 1,932

**Student Information**
- Low-Income Families 73.8%
- Attendance Rate 94.9%
- Graduation Rate 88.7%
- Special Needs 14.2%
- English Language Learners 1.5%

**Racial/Ethnic Demographics**
- African-American 66.7%
- White 11.6%
- Latino 18.1%
- Multi-Racial 2.9%
- Asian/Pacific Islander 0.4%
- Native American 0.2%
- Others 1.1%

**Student/Faculty Ratio 16:1**

**Staff Total 398**
- Administrators 20
- Teachers 227
- Aides 21
- Support Staff 122
- Secretaries 28

**Teacher Racial/Ethnic Demographics**
- African-American 17.2%
- White 78.4%
- Latino 4.0%
- Asian/Pacific Islander 0.4%

**NCLB Status**
- T.F. North – Academic Watch, Year 7
- Restructuring Implementation
- T.F. South – Academic Watch, Year 4
- Corrective Action

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Events</th>
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<tbody>
<tr>
<td>Fall 2010</td>
<td>Teacher-Driven Curriculum Committees Established, Teacher/Admin. team selected</td>
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<tr>
<td>2011-12</td>
<td>Documents Completed and Shared with Staff, Modified Danielson Rubric Piloted</td>
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<tr>
<td>Fall 2012</td>
<td>TFD 215 Introduces Pre-conference training, BOE offers suggestions to Joint Committee</td>
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<td>2013</td>
<td>Performance Measures apply to Admin. Evaluations</td>
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<td>Spring 2011</td>
<td>Joint Committee begins work, Alternates and “extras” called on as necessary</td>
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<td>Summer 2012</td>
<td>D.215 Ratifies 3 year teacher contract, Poll of teachers, Common Exams Developed, Evals Analyzed by Local #683, BOE, and Admin.</td>
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<td>Winter 2012</td>
<td>S.B. 7 Committee Works to Tweak Documents, Discussions begin on Performance Measures</td>
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Successes

- Board, Superintendent, Principals, Union all working together
- An overwhelming majority of teachers at Thornton Fractional South High School affirmed the pilot as a success
- Teachers are sharing practice more than ever, a result of collaborative climate

Challenges

- An overwhelming number of teachers at Thornton Fractional North High School did not deem the pilot a success
- Implementation of pilot before Growth Through Learning training was made available
Next Steps

- Work continues to address concerns and build trust at all campuses
- S.B. 7 Teacher Committee Members will complete Growth Through Learning Training Modules (funding provided by D.215 BOE)
- More clear definitions being developed on attendance and contributions to school and district ratings
- Professional Development of entire staff continues
- Work continues to refine summative performance rating rubric
Implementation Suggestions

- Pilot first (before your required implementation date) to earn trust
- Build structure for positive process (pre-conference, teacher participation in training so they can endorse and trust evaluations, post-evaluation walk-throughs where the whole team is looking for anomalies together)
- Engage teachers in developing assessments and trust in the curriculum
- There can’t be too much communication
Recommendations for ISBE

- Share successes – the work is very hard, but doable
- Encourage districts to train all joint committee members through “Growth Through Learning” system so all understand goals behind evaluation process
- Share “Growth through Learning” videos and/or create local exemplars so teachers can ‘see inside’ administrator training
- Follow Educator Leadership Institute recommendations around Time, Transparency & Talk, Technology and Teacher Growth through Learning and Leadership
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