

Strategic Learning Initiatives-Teacher/Principal Evaluation with Student Growth Component

The Strategic Learning Initiatives (SLI) plan for implementing a rigorous, transparent and equitable performance evaluation for teachers/principals with student growth as a significant factor uses multiple objective sources of data to arrive at the performance ratings. The plans are transparent in that both teachers and principals are informed in advance as to what the standards and criteria are for levels of performance. The principal/teacher evaluation system will be aligned with **The Performance Evaluation Reform Act (PERA)** that was implemented in September 1, 2012.

The sources of teacher evaluation data include: observations, documents such as units and lesson plans, management plans, student academic performance (using value added measures and additional measures of student growth and development) and case material (e.g. videos, teacher developed resource materials, and individual student educational plans). A partnership between SLI and the **Danielson Group and Teachscape** will offer ISBE and Illinois districts a rigorous, transparent, and equitable performance evaluation system for teachers. The **Danielson Group** has been an active trainer of the **Framework for Teaching Evaluation** across the state of Illinois, and has trained over 11,000 observers and administrators in the evaluation process. This partnership will provide powerful tools for observation and evaluation management and professional learning management as well as on-the-ground services to prepare observers and other professional staff in SIG schools to conduct accurate observations and evaluations, engage in professional conversations, and guide professional learning.

Using the **Illinois State Model for Principal Evaluation** and the **Illinois Performance Standards for School Leaders Rubric Evaluating Practice of Principals** as a framework, SLI will work with the school district to develop and align evaluation standards and a rubric for principal evaluation. The standards include:

- Living a Mission and Vision Focused on Results
- Leading and Managing systems Change
- Improving Teaching and Learning
- Building and Maintaining Collaborative Relationships
- Leading with Integrity and Professionalism
- Creating and Sustaining a Culture of High Expectations

Student growth is a critical component of the SLI partnership with the school district. The project's assessment and leadership teams, in collaboration with district staff and principals, will ensure that extensive data are regularly collected on student performance on academic performance, attendance rates, reduction of discipline referrals/student suspensions, cohort graduation rates and or "on track" rates and other interim assessments. The academic assessments, based on collaboration with school districts, could include: data from Response to Intervention (RTI), Analysis of Engagement Time (AET), Dynamic Indicators of Basic Literacy Skills (DIBELS), Aimweb.com, Curriculum Based Measures (CBM) and a variety of standardized state assessments, including the PARCC and EPAS, of student achievement in the areas of reading, writing, mathematics and science. Based on previous and current student data, school district staff will analyze the degree to which value has been added to student performance or whether there has been significant growth at the .05 levels.

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