

Helping students achieve by helping teachers excel





Excellence in Education

## Elevating the teaching profession by supporting teacher development





#### Goals of the Initiative

Empowering Effective Teachers initiative aims to:

Improve student achievement by focusing on excellence in teaching



- Ensure every classroom has a highly effective teacher
  - Especially high-needs students
- Increase the percentage of students who graduate ready for college/career

#### Why Focus on Teachers?

 Research shows teacher effectiveness has more impact on student learning than any other factor we can control

HCPS and the CTA are collaborating to

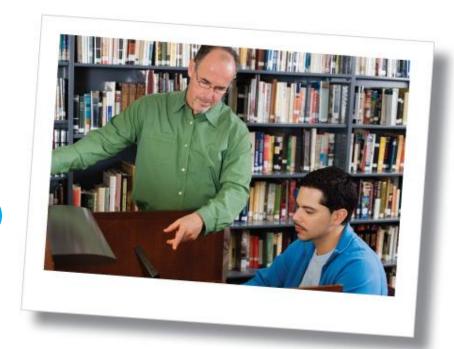
focus where we <u>can</u> have

an impact

Superintendent

**School Board** 

Union



#### **Induction for New Teachers**

- Provide more mentoring support to new teachers
  - Goal: keep promising new teachers in the district and help them accelerate their professional development.
- Mentors are being selected from among the district's most effective teachers
  - More than 600 teachers applied
  - Selected mentors will receive intensive training
- Mentors will work with and guide new teachers on a weekly basis for their first two years
  - Focus on building teachers' instructional skills



#### **Empowering Effective Teachers: Overview**

#### **Student Outcome Goals** Leadership and working conditions Realign strategy around high-quality applicant pools · Tailor strategies to Recruitment and placement key shortage areas (eg, early hiring in Induction math) Career ladder **Talent** management · Performance-based career ladder compensation and salary supplements Incentives to teach high-needs students **Evaluation Professional Development** Close link to evaluation and identified developmental needs Foundational infrastructure

- Define postsecondary readiness
- Set bold yet attainable 7-year goals
- Principal evaluation and compensation tied to student gains
- Intensive 2-year induction program
- Fully released mentor / evaluators
- Significant hurdles to tenure
- Committee of 25 educators working with Charlotte Danielson developed the system
- Redesigned evaluation instrument
  - 40% determined by student gains
- Roving, fully released expert evaluators

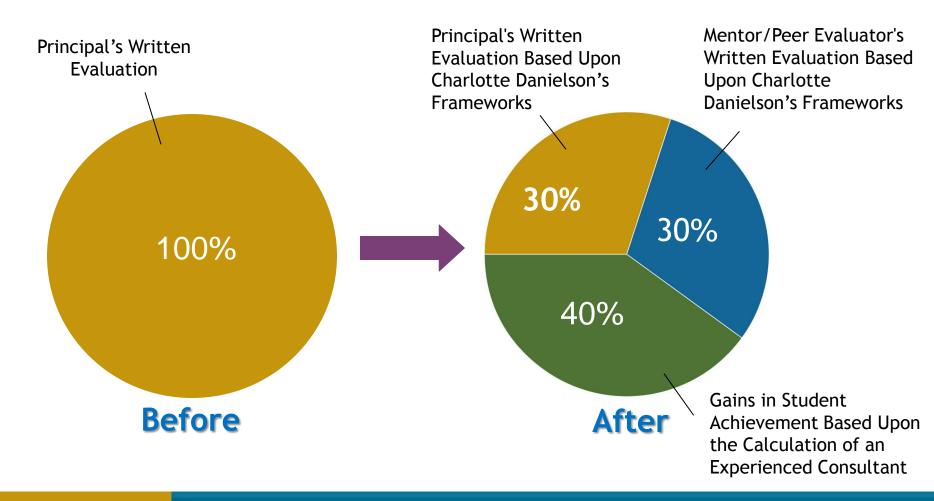
- Performance management system
- Human resource capabilities
- Priority: Employee communications
- Instructional supports & assessments

- School scorecards
- Performance dashboards for principals and teachers
- Bolster recruiting personnel
- Provide high-quality staffing support to principals

- · Curricula tied to state standards
- · Aligned pacing guides, lesson plans, and formative assessments
- · Robust pre- and post-tests



#### Teacher Evaluations: More Input, More Balance





### Teacher Survey: Feedback regarding peer evaluators

**Respect:** Did the peer evaluator treat you with respect?

Professionalism: Was the observation cycle conducted in

a professional manner?

**Relevance:** Did you receive feedback?

**Relevance:** Did you receive it in a timely manner?

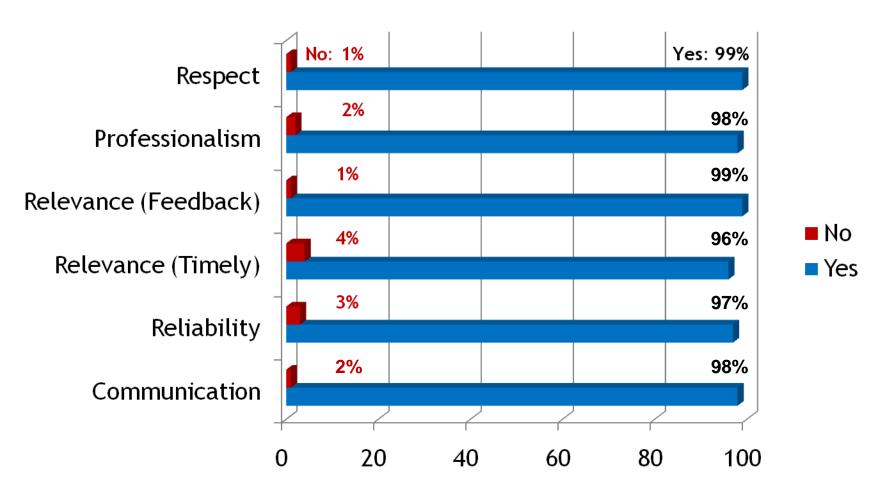
**Reliability:** Was the peer evaluator on time?

Communication: Did the peer evaluator contact you at least

a week prior to schedule your observation?

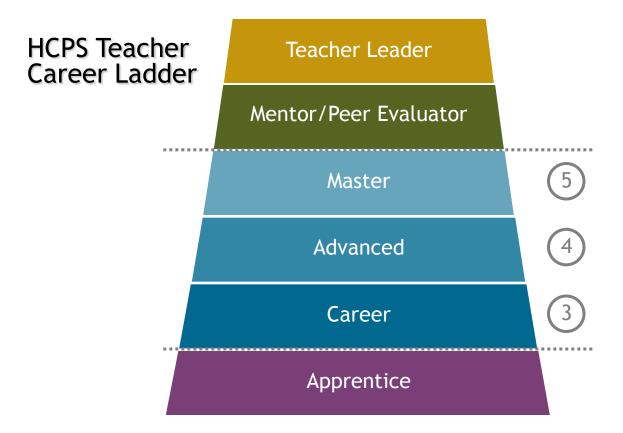


#### **Teacher Survey Regarding Peer Observations**



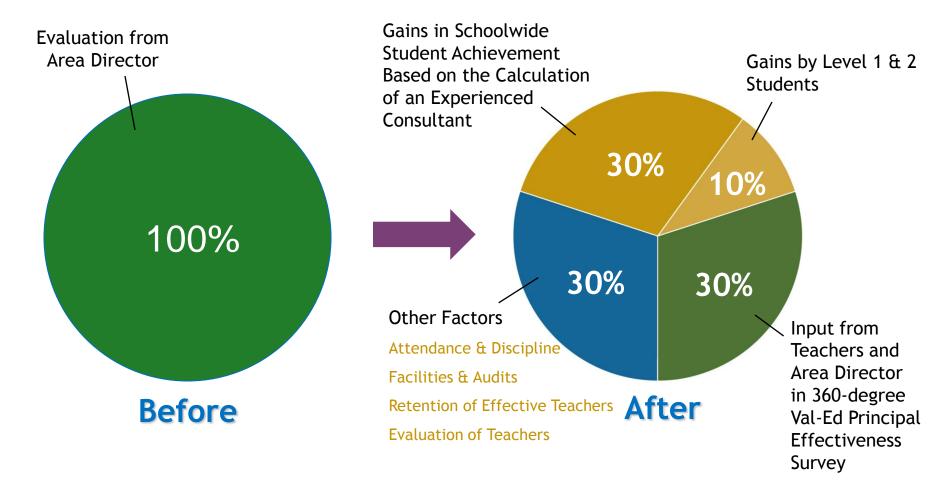
Survey respondents: 6,079 teachers

#### **Career Ladder & Compensation**



- Current teachers can opt out of new compensation system (but not the evaluation system)
- Compensation based on performance
  - No seniority increases
  - One-time reimbursement for advanced degrees
- Tenure policy not changing
  - Will utilize 4<sup>th</sup> provisional year more

#### For Principals, Too - a New Evaluation Approach





#### **Proposed Timeline**

2010-2011	2011-2012	2012-2013	2013-2014
New teacher evaluation process implemented  New principal evaluation process implemented	New tests constructed to measure student achievement gains  Gain further support through grants such as Race to the Top	Bonuses for raising achievement of high-needs students begin	New career ladder and performance-based compensation will go into effect, after completion of three evaluation cycles under the new process



#### Email us at:

### greatteachers@sdhc.k12.fl.us

This address averages 15-20 emails per week. Many teachers also email questions directly to staff.

# Or visit us on the website: empoweringteachers.mysdhc.org

EET Staff Members conduct 4-6 faculty meetings per week. A new round of Town Hall Meetings will take place in the spring. Quarterly surveys keep staff informed.

A January convening is planned for all districts in Florida.

