

Empowering Effective Teachers

Helping students achieve by helping teachers excel



Hillsborough County
PUBLIC SCHOOLS
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



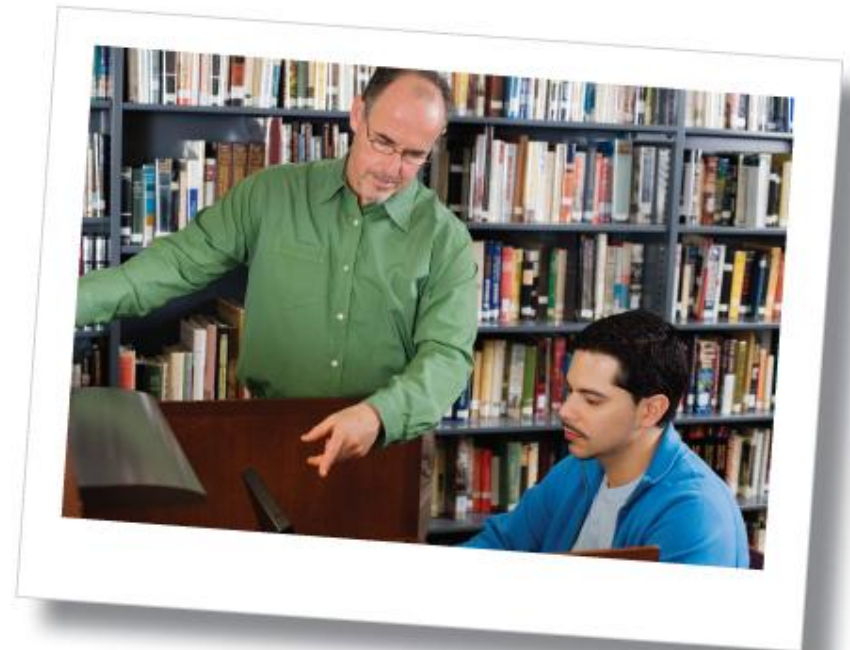
Why Focus on Teachers?

- 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 can have an impact

Superintendent

School Board

Union

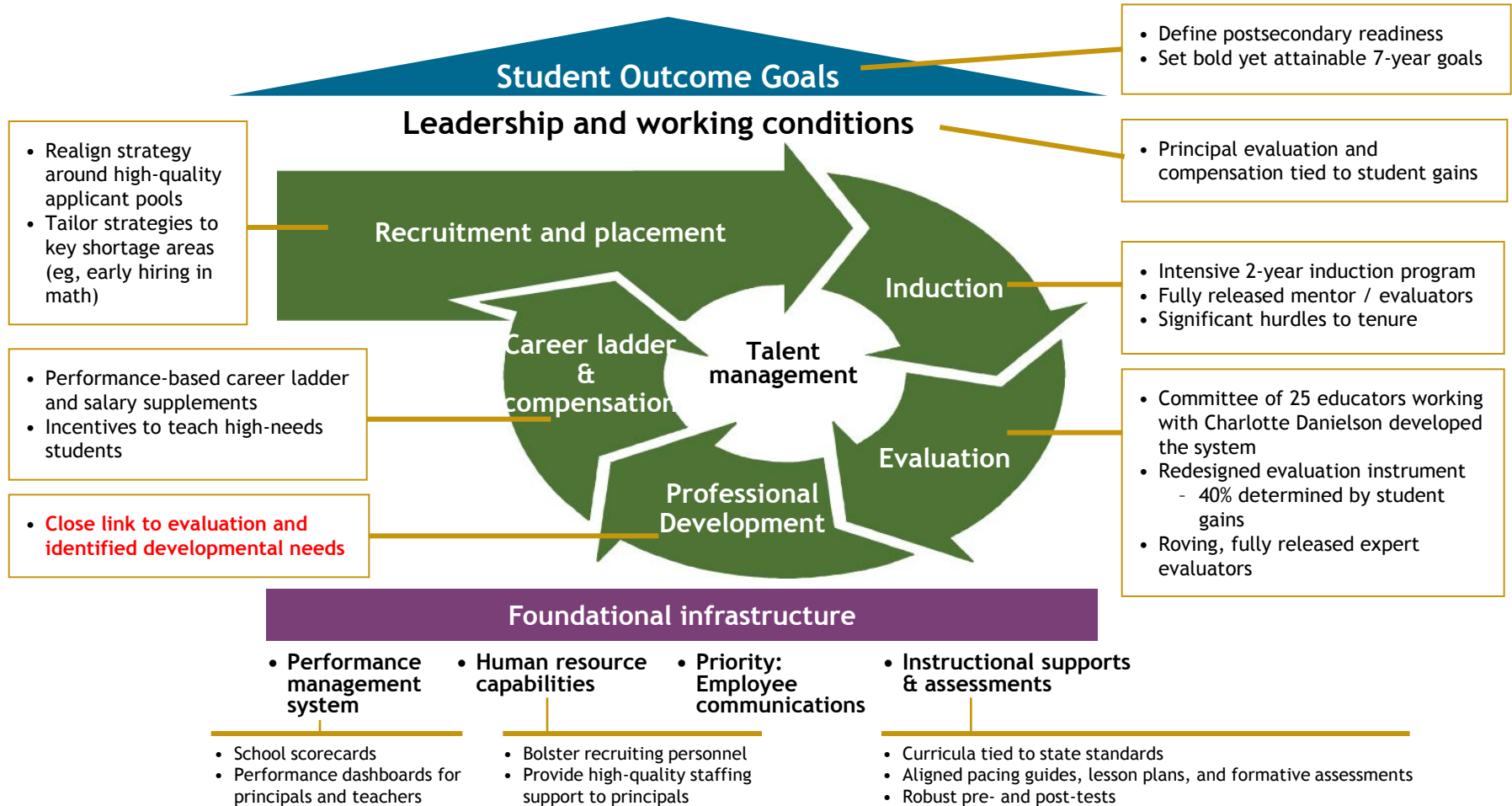


Induction for New Teachers

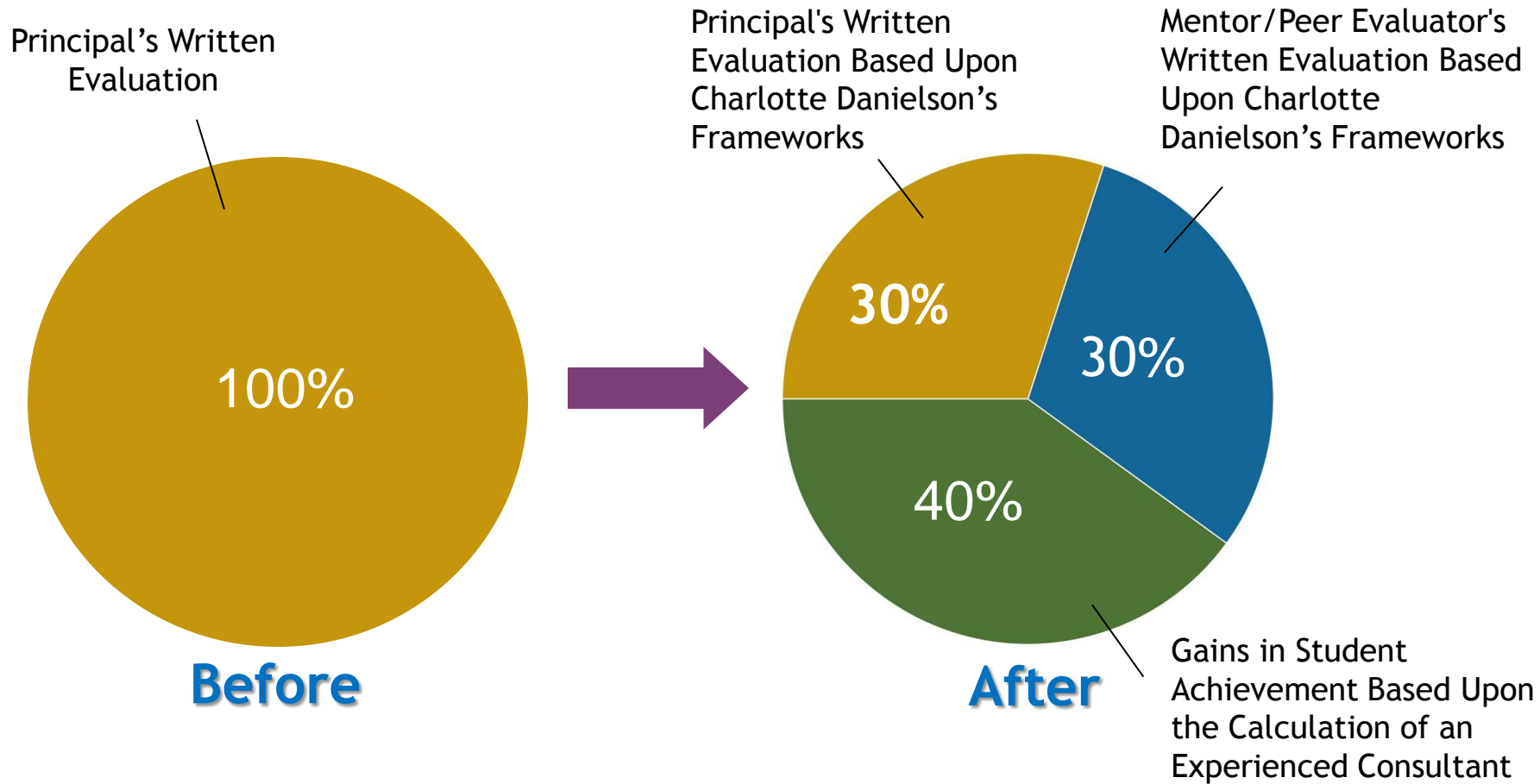
- Provide more mentoring support to new teachers
 - Goal: keep promising new teachers in the district and help them accelerate their professional development.
- Mentors are being selected from among the district's most effective teachers
 - More than 600 teachers applied
 - Selected mentors will receive 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



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?

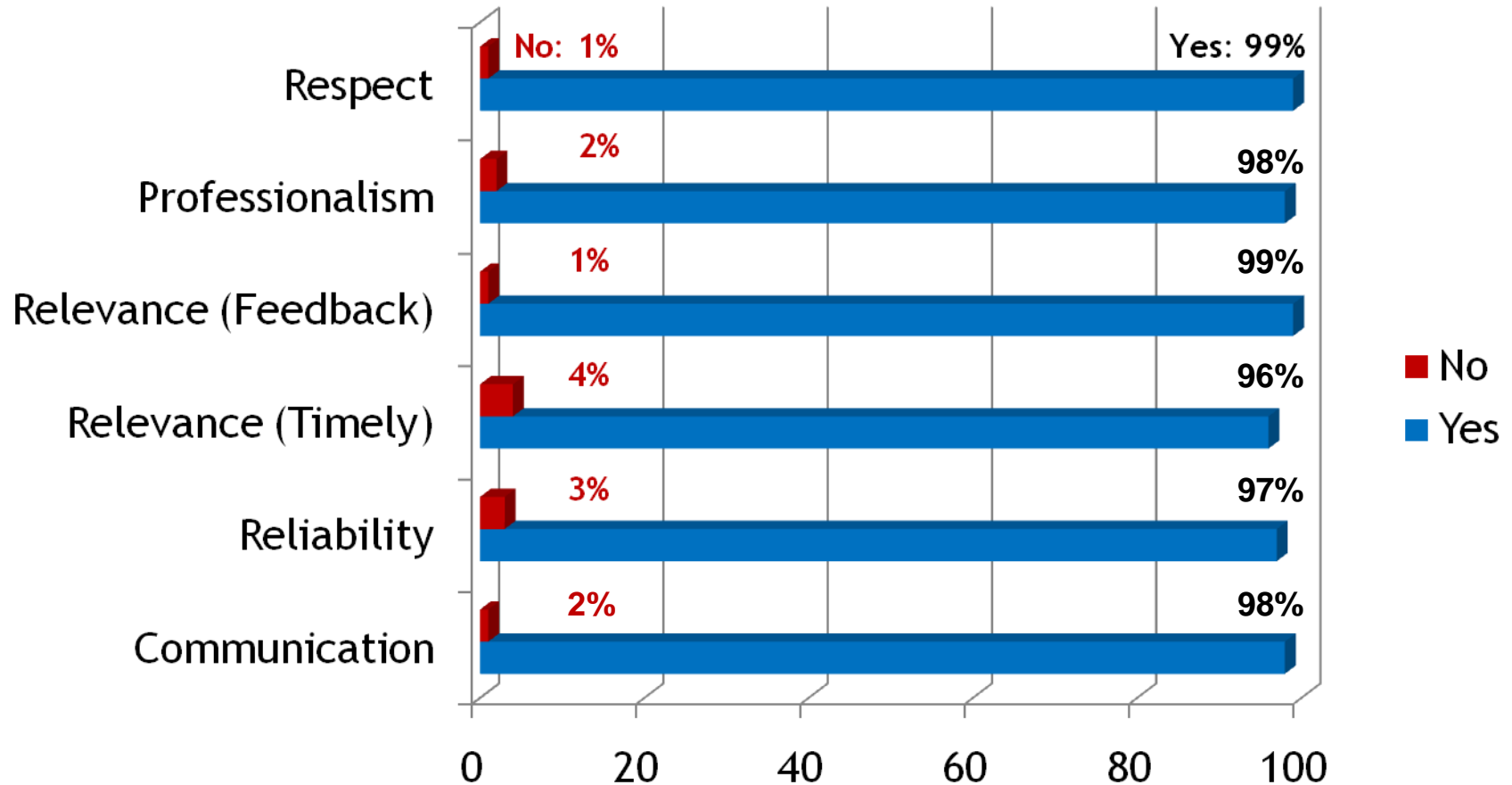
Relevance: Did you receive feedback?

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?

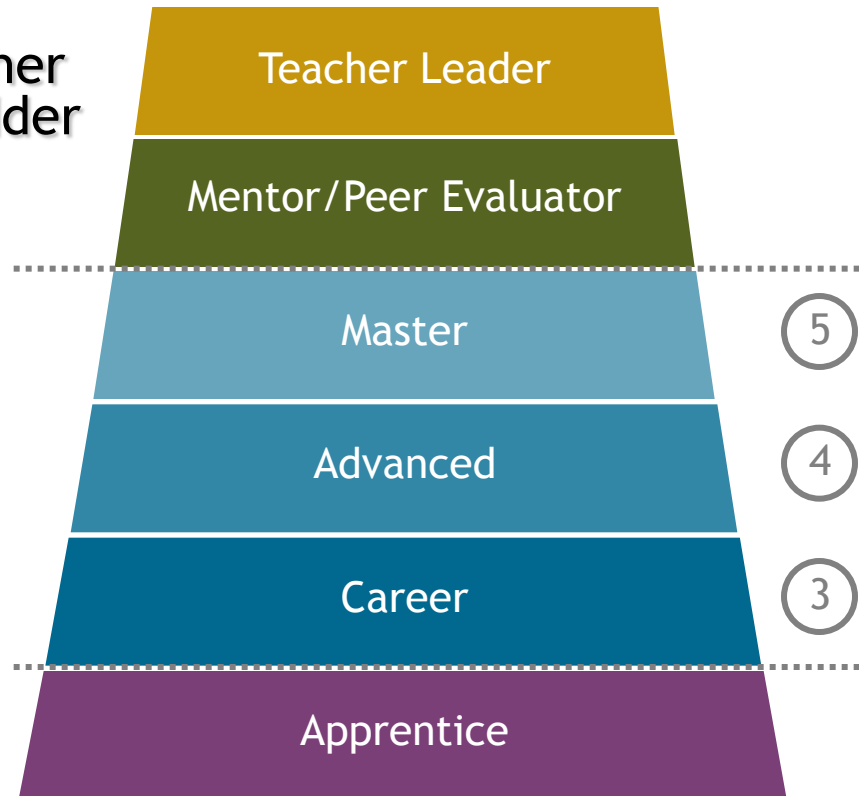
Teacher Survey Regarding Peer Observations



Survey respondents: 6,079 teachers

Career Ladder & Compensation

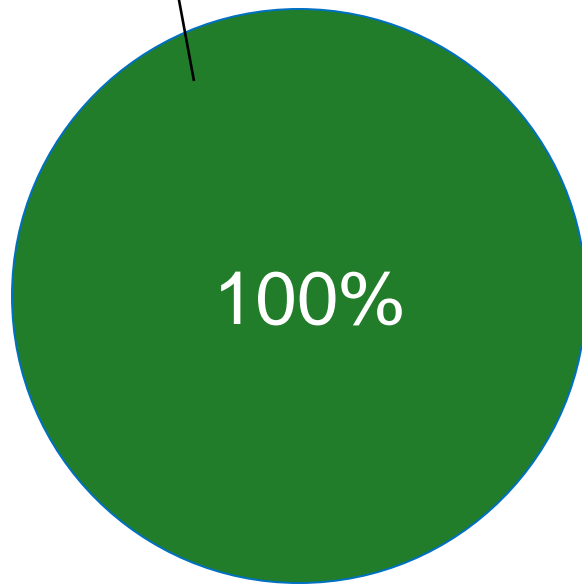
HCPS Teacher Career Ladder



- 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 4th provisional year more

For Principals, Too - a New Evaluation Approach

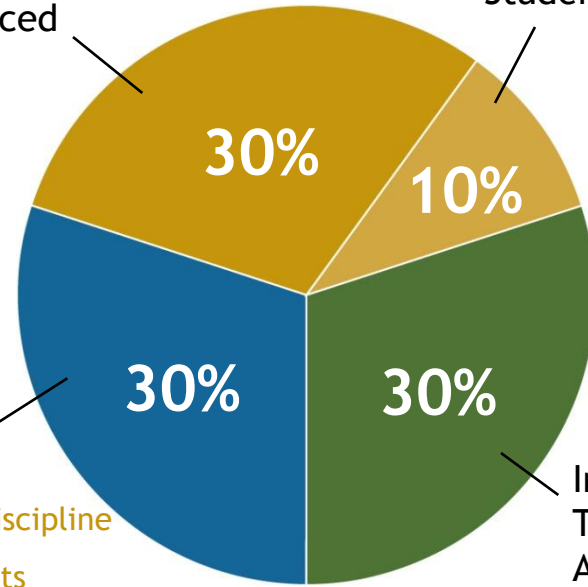
Evaluation from
Area Director



Before

Gains in Schoolwide
Student Achievement
Based on the Calculation
of an Experienced
Consultant

Gains by Level 1 & 2
Students



Other Factors

Attendance & Discipline

Facilities & Audits

Retention of Effective Teachers

Evaluation of Teachers

After

Input from
Teachers and
Area Director
in 360-degree
Val-Ed Principal
Effectiveness
Survey

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.