2016-2017 Orientation for **Broward Instructional** Development and Growth **Evaluation System** (BrIDGES)

EMPLOYEE EVALUATIONS

2016-2017 Orientation for Broward Instructional Development and Growth Evaluation System (BrIDGES)



BROWARD COUNTY PUBLIC SCHOOLS

PRESENTATION CONTENT

- Components of BrIDGES
- Instructional Practice Score
- Deliberate Practice Score
- Student Performance Score
- iObservation Electronic Evaluation Tool





DATES FOR IOBSERVATION

BrIDGES Orientation Days:

(iObservation available for preview)

August 15 – 24, 2016

Observation Window:

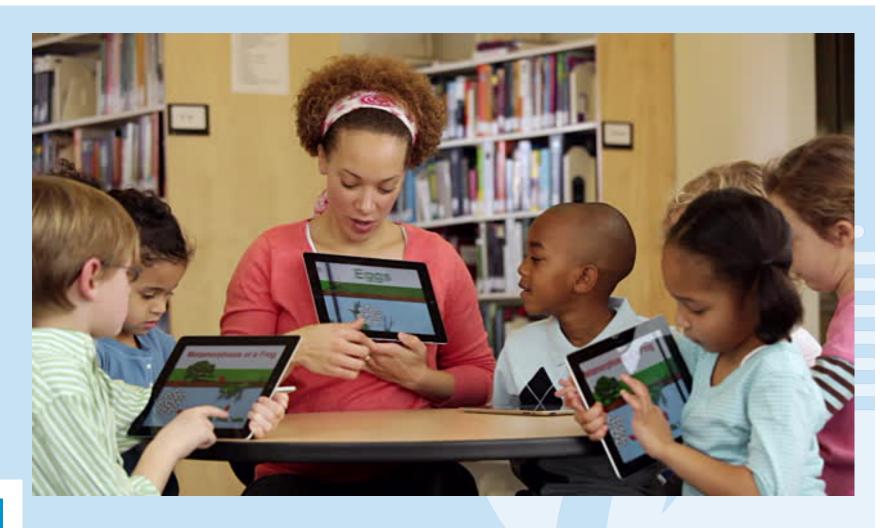
August 25 - May 12, 2017

(Classroom/Non-Classroom Teachers)





CLASSROOM TEACHERS





REQUIREMENTS FOR CLASSROOM TEACHERS

	Formal	Informal	Walkthrough
Minutes	30	15-25	3-10
	or more		
Recommended	12-15	5-10	2-3
Datamarks			

	Formal	Informal	Walkthrough	Total Datamarks
Experienced	1	1	1	35

- At least 25 datamarks within Domain 1 and at least 10 within Domains 2, 3, and 4.
- All datamarks will be entered into iObservation within 10 work days of the observation/meeting.
- Administrators will make every effort to allow for a reasonable amount of time for growth between observations.



REQUIREMENTS FOR PROBATIONARY CLASSROOM TEACHERS

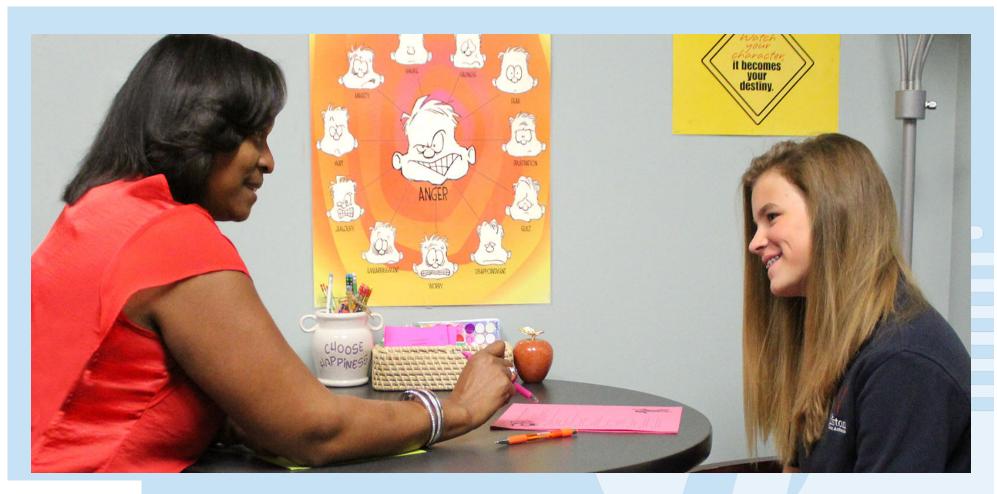
	Formal	Informal	Walkthrough	Total
				Datamarks
Probationary	2	1	1	35
	(1 per semester)			

Based on Florida State Statue (1012.335), probationary teachers will receive two evaluations within their first year of teaching.

- If hired on/before November 15, 2016, the teacher will receive the 1st evaluation at the end of the first semester (January 13, 2017).
- If hired after November 15, 2016, the teacher will receive the 1st evaluation at the end of the year, the same as all non-probationary teachers.
- If hired last school year, after November 15, 2015 and renewed in 2016-2017, the teacher must receive their 2nd evaluation on/before November 15, 2016.
- If hired after the 99th school day (after January 20, 2017), the teacher will receive the 1st evaluation at the end of the year (PDF Probationary Evaluation). They will not receive an overall evaluation as they worked less than the required days.



NON-CLASSROOM TEACHERS





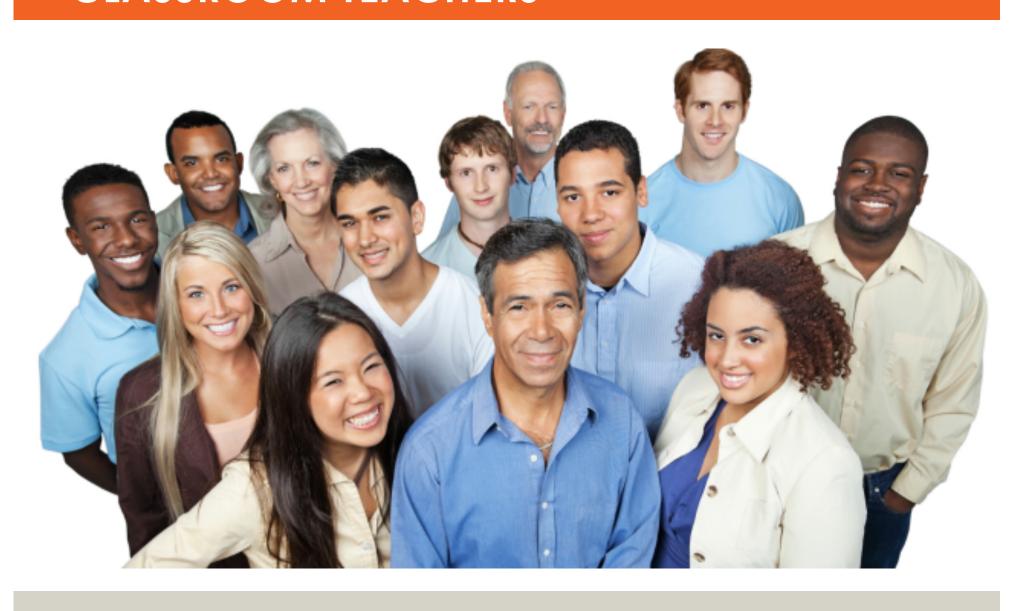
REQUIREMENTS FOR NON-CLASSROOM TEACHERS

	Meetings and/or Observations	Total Datamarks
Probationary (same specifics as classroom teachers)	2 (1 per semester)	30
Experienced	2	30

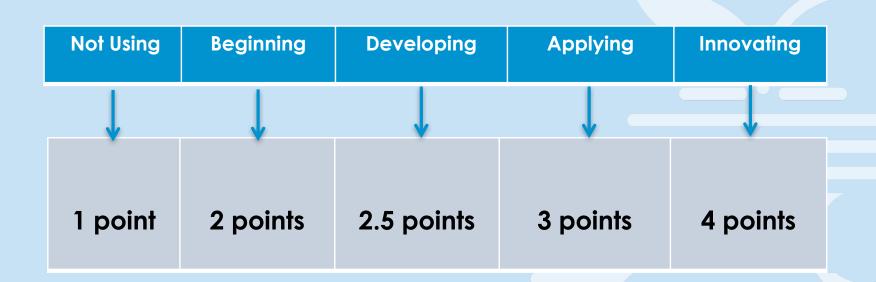
- At least 20 datamarks within Domain 1 and at least 10 within Domains 2, 3, and 4.
- Any combination of 2 observations/meetings.
 - 2 formal observations
 - 1 formal observation, 1 meeting
 - 2 meetings
 - Administrator may do additional observations/meetings
- An observation must be a formal observation (at least 30 minutes) that includes a pre-conference, prior to the formal observation and a post-conference.
- All datamarks will be entered into iObservation within 10 work days of the observation/meeting.



COMPONENTS FOR CLASSROOM AND NON-CLASSROOM TEACHERS



Bridges Ratings 2016-2017





DOMAIN WEIGHTS

Domain 1 = 68%

Geoming Goah and Feedback 1. Praything Chie

- Learning Stock and Scales Plutnost
- 2. Tracking Student
- Programs 5 Gelekssting Sussess

DQR Dabblishing Planies and Procedures

CHARLESON

4 firmming coversors 5. Disposing the Physical

DGD: Nelpting Students Interact with

- How financialps 6 start from Critical Information
- I wowledge
- 6 Churching Cortest into Togenthic Steel
- 20. Processing of these of extramon 11. Elaborating on New Information
- 12. Recording and Representing Orosaledge 13. Reflecting on Leasing

bilt to Helping transents Practice and Deepen New Knowledge

- pris direasoning forecasts to Practical and
- 55. Using Homework
- 11. Comming Symmetry and Differences of Comming Symmetry in Passaring
- PF Practicing Skills, Shahegers, and Proofesse 20 Neverna Grandedge

DGA: Helping Students Generale and Test

- L. Organizing Students for Cogniticals Complex Tinks
- 22 Expanse Students Cognitively Complet Tasks involved Important General and and
- Texting
 2.0. Providing Seasonales and Studente

- DK25: Engaging Stardonts 24. Noticing Witen Students are Not Engaged
- 15, Usine Academic Games
- 21 Using Physical Movement
- 35. Westerning a Lively Face.
- 29. Demonstrating incensors and Entransors 30, yeing knemby Cardioversi
- 51 Providing Copper and as For Students to Falk about
- Theresives 12. Presenting Lanceural or Intropology inflormation

007: Recognizing Adherence to

- Holes and Procedures. THE DAMESTING AND PROPERTY.
- 54. Applying Consequences for cach of Adherence to Robin.

m. next-revisioging admirance to 8 uses and Procedures

DOX. Excellishing and Maintaining Effective Retailmubios with bradeen.

- (N. Underdanding Station) Children's and Salide maid
- 57 Using Verbal and Nonverbal Bahavian than Indicate Affection for deuteres
- IR. Drugsaging Disjectivity and pontrol

DOS: Communicating High Expectations for

- All Students

 In Demonstrating value and Respect for Low-Expectancy
- W) Alberta Controvers of Law Expect area Straterio 41. Probing Incorrect Amwers with Low Superciance Students

Domains 2,3,and 4 = 32%

Domain 2: Planning and Preparing

Planning and Preparing for

- Panning and Preparing for Lessess and Units 43. Effective Scaffolding of Information with Lessess 45. Lessess within Units 44. Attention to Established Content Standards

- Use of Resources and Technology 45. Use of Analysis Traditional
- Resources 48. Use of Analishie Technology

Planning and Preparing for the

Meeds of English Language Learn 67. Meeds of English Language Learners

Planning and Propering for the Meets of Students Receiving Special Education

- 46. Needs of Students Receiving Special Education
- Planning and Propering for the Meeds of Students Who Lesk Support for Schooling 49. Meeds of Students Who Lack

Domain 3: Reflecting on Teaching

Reflecting on Teaching

- **Evaluating Personal Performance**
- Menting Personal Performance
 Mentifying Areas of Perlagoginal Strength and Westman
 Meaturess the Differencess
- Individual besoons and Units 52. Evaluating the Offectiveness of Specific Pedapogical Strategies and Behaviors

- Developing and Implementing a Frofessional Growth Flan 18. Developing a Written Growth
- and Development Plan Manifesting Progress Belative to the Professional Growth and Development Plan

Domain 4: Collegiality and Professiona

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- Promoting a Publish Environment 55. Promoting Positive Interactions with Carbaques 56. Promoting Positive Interactions about Scudents and Panents

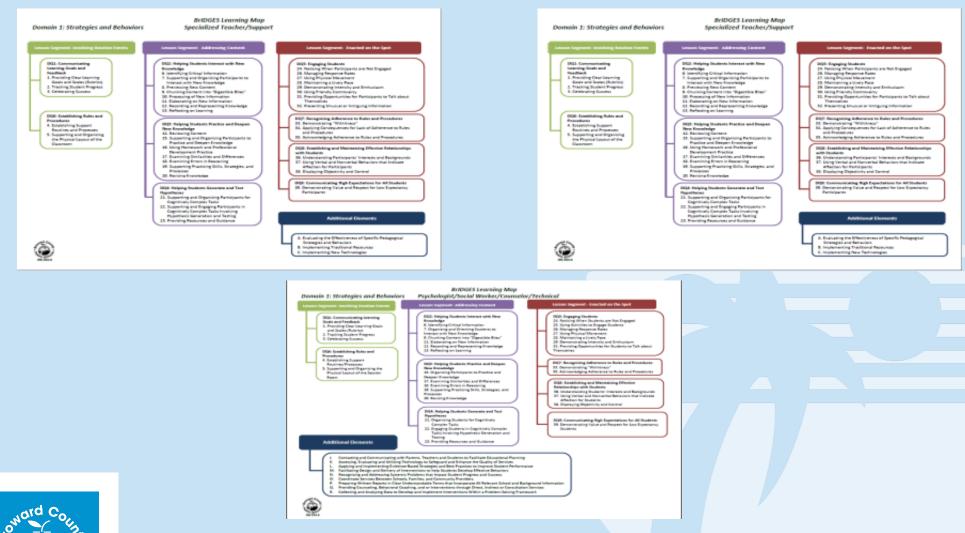
- Promoting Dedhangs of Ideas and Strategies 57. Seaking Mensamhip for Areas of Need or interest SE. Mensaring Chiar Teachers and Sharing Ideas and Strategies

Promoting District and Johans

- Premising Discrete and Saleset
 Development
 SS. Adhering to Discrete and School
 Rule and Procedure;
 60. Participating in District and
 School Initiatives



NON-CLASSROOM DOMAIN 1 MAPS





INSTRUCTIONAL PRACTICE SCALE

- The Instructional Practice Score is based on datamarks received within the Domains and the combined weights of the Domains.
- Once a score is calculated, a scale is applied and the Instructional Practice Score is determined.

Instructional Practice Scale

	2016-2017
Highly Effective	3.450-4.000
Effective	2.500-3.449
Needs Improvement	2.000-2.499
Unsatisfactory	1.000-1.999



PERFORMANCE INTERVENTIONS

TIER ONE

- 5-7 Beginning/Not Using Datamarks
- Informal conversation between teacher & administrator to discuss strategies for improvement

TIER TWO

- 8 Beginning/Not Using Datamarks
- Formal conversation between teacher & administrator to discuss areas of concern, implement a cycle of assistance, and discuss possible consequences

TIER THREE

- 10 Beginning/Not Using Datamarks
- Instructional Practice Score of Needs Improvement or Unsatisfactory
- Two formals and one additional observation
- A Performance Development Plan (PDP) may be written
- PDPs must be conducted by a credentialed observer





Bridges Final Evaluation Score

- Instructional Practice Score
- Student Performance Score
- Deliberate Practice (worth 1% within the IP Score)





DELIBERATE PRACTICE/GROWTH PLAN DATES

DATE	ACTION
The week of September 19, 2016	Administrators share the Brainshark on Deliberate Practice with teachers.
September 26 – November 18, 2016 @ 11:59 pm	Teachers complete the Self- Assessment.
November 21- December 23, 2016	Teachers complete their growth plan.
January 9 – January 31, 2016	Administrators approve growth plans.

STUDENT PERFORMANCE 2016-2017

- Under state statute, Student Performance (previously referred to as Student Growth) "must include growth or achievement data of the teacher's students".
- The following slides display teacher groups and the appropriate assessments that will be used to calculate Student Performance in 2016-2017.
- Additional teacher groups (such as adult only teachers, Pre-K only teachers, IB/AICE teachers, non-classroom teachers without students, and teachers with 11th 12th grade students only) are still under discussion. Information will be shared when available.



STUDENT PERFORMANCE ASSESSMENTS IN 2016-2017 (Page 1)

Teacher Group	Assessment
FSA Subject/FSA Grade Level (4 th -10 th) Teachers	FSA ELA/Math
7 th -9 th Grade Algebra I Teachers	Algebra I EOC
FCAT Science 8 th Grade Teachers	FCAT Science
8 th -10 th Grade Biology Teachers	Biology EOC
8 th -10 th Grade Geometry Teachers	Geometry EOC
10 th -11 th Grade US History Teachers	US History EOC
7 th Grade Civics Teachers	Civics EOC
10 th -11 th Grade Algebra 2 Teachers	Algebra 2 EOC
Advanced Placement (AP) Teachers	AP Test

STUDENT PERFORMANCE ASSESSMENTS IN 2016-2017 (Page 2)

Teacher Group	Assessment
Non-FSA Subject/FSA Grade Level (4 th -10 th) Teachers*	FSA ELA/Math
FSAA (alternate assessment) teachers	FSAA ELA/Math
3 rd Grade Teachers	FSA ELA
2 nd Grade Teachers	Primary Reading Test (PRT)
1 st Grade Teachers	Primary Reading Test (PRT)
Kindergarten Teachers	Letter Names, Sounds & Concepts of Print

^{*}Includes teachers whose students take the FSA but they are not the primary ELA/Math subject teacher (i.e., Art, Music, PE, Foreign Languages, etc.)

PARENTAL INPUT

- In accordance with Florida Statute 1012.34, parents must be notified of their right to provide input into the instructional AND administrative evaluations.
- Parents may be notified within the 1st school newsletter or it may be posted on the school's website by September 16, 2016.

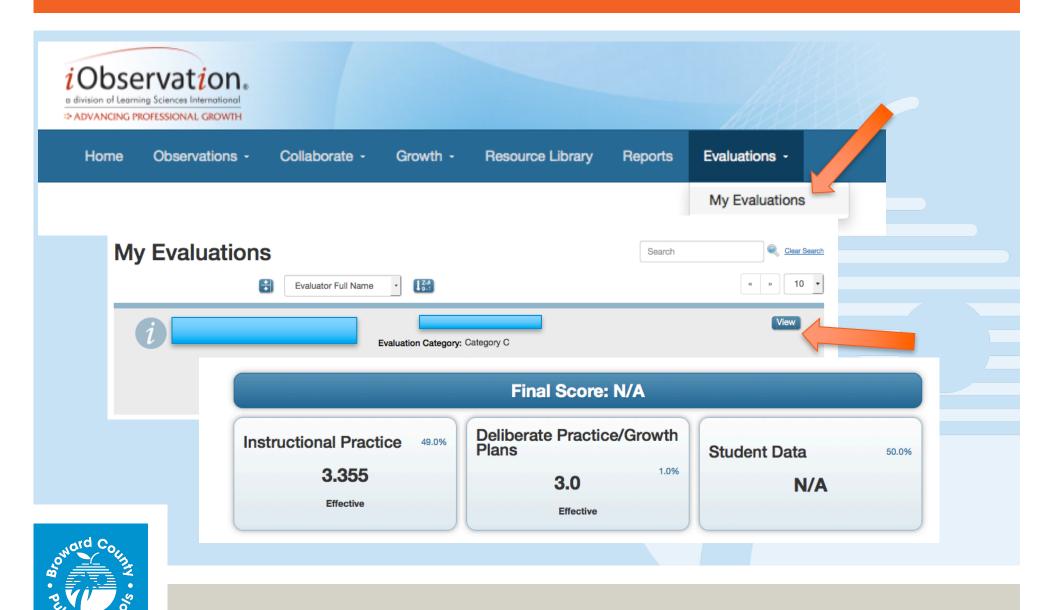


CONCERN ABOUT OBSERVATION

- Write a comment in iObservation (There is not a notification feature)
- Email/Speak to your administrator
- Request Follow-Up Conference



EVALUATIONS



ADDITIONAL INFORMATION

Employee Evaluations

http://www.broward.k12.fl.us/talentdevelopment/html/evaluation.html

