Understanding Hawaii’s Educator Effectiveness System

An Overview of Tripod Student Surveys, Student Growth, and Student Learning Objectives
“The purpose of Hawaii’s new educator effectiveness system is to provide timely information, feedback and support to help all teachers and leaders be more effective...”

– Superintendent Kathryn S. Matayoshi
Today’s Purpose

- Build basic awareness and understanding of the different components of the Educator Evaluation System.
- Prepare you to use the new data and feedback that will be provided in the coming school year to support improvement of your practice and outcomes for your students.
Components we will focus on today

- Tripod Student Surveys
- Student Growth Percentile Model (SGP)
- Student Learning Objectives (SLOs)
- Classroom Observations

MULTIPLE MEASURES

8/20/12
AGENDA

• Introduction (8:00-8:10 AM)
• Session 1 (8:10-9:40 AM)
• Transition (9:40-9:45 AM)
• Session 2 (9:45-11:15 AM)
Suggested Norms

- Be respectful of one another and “air time”
- Seek first to understand then be understood
- High attention, low tech
- Start on time, end on time
- Ask questions and ask for clarification
- Parking Lot (Note Cards)
State Strategic Plan

School’s Academic & Financial Plan

Grade Level, team, department, or class
Why a new system?

✓ Historically, evaluation systems have not supported professional growth or improved effectiveness of all teachers.

✓ When done right, a teacher evaluation can help identify and encourage classroom practices that promote real student learning.

✓ When teachers succeed, students succeed.
## Fact versus Fiction

<table>
<thead>
<tr>
<th>Fiction</th>
<th>Fact</th>
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<tbody>
<tr>
<td>• We are only doing this because of Race to the Top</td>
<td>• With or without Race to the Top, we will do this, because it is the right thing to do for our students and our educators.</td>
</tr>
<tr>
<td>• We are holding teachers accountable for factors beyond their realm of control</td>
<td>• We intend to equip teachers with the information, tools, and supports they need to improve.</td>
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<td>• We are measuring teacher performance based on a single test score</td>
<td>• The system will include multiple measures that look at teacher practice, student perceptions, and student learner outcomes.</td>
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<td>• We are trying to find ways to fire more teachers</td>
<td>• We are helping our current teaching force improve their practice and ability to impact results for their students.</td>
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<td>• Like many education reform initiatives, this too, shall pass</td>
<td></td>
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Professional Practice and Responsibility

IMPROVED STUDENT OUTCOMES

- Classroom Observations
- Student Surveys
- Student Learning Objectives
- Student Growth Percentile

Student Growth and Learning
Multiple Measures Aligned with Quality Standards for Effective Teachers

I. Understands the Learner and the Learning
   - Classroom Observations

II. Knows and Applies Content
    - Student Perception Surveys

III. Practices Effective Instruction
      - Student Growth Model

IV. Demonstrates Professional Responsibility
    - Student Learning Objectives

V. Student Growth and Learning

PROFESSIONAL PRACTICE AND RESPONSIBILITIES

STUDENT GROWTH AND LEARNING

TEACHER EFFECTIVENESS MEASURE
How much will each measure be “weighted”?

• No pre-determined weighting
• Decision will be driven by data we collect from this pilot,
• The feedback from teachers, principals, CASs in this pilot will help inform us about these decisions.
• Ultimately the goal is to set weighting in a way that gives us the most information about a teacher’s effectiveness
Common Core Standards = Shifts in Instructional Practice

Improved Student Outcomes

What we Teach (Common Core)

How we Teach (Framework for Teaching)
Educator Effectiveness System: Implementation Timeline

Year 1 (SY 11/12)
- Planning, Design, Early Testing, Pilot Group 1

Year 2 (SY 12/13)
- Further Design, Expanded Testing, Pilot Groups 1 and 2

Year 3 (SY 13/14)
- Final Design, Statewide Scale-up

Year 4 (SY 14/15)
- Full Implementation
What was piloted in SY 2011-12?

I. Understands the Learner and the Learning
II. Knows and Applies Content
III. Practices Effective Instruction
IV. Demonstrates Professional Responsibility
V. Student Growth and Learning

Teacher-Student Roster Verification

- Classroom Observations
- Student Perception Surveys
- Student Growth Model
- Student Learning Objectives

PROFESSIONAL PRACTICE AND RESPONSIBILITIES

STUDENT GROWTH AND LEARNING

TEACHER EFFECTIVENESS MEASURE
What will be piloted in SY 2012-13?

I. Understands the Learner and the Learning
II. Knows and Applies Content
III. Practices Effective Instruction
IV. Demonstrates Professional Responsibility
V. Student Growth and Learning

Teacher-Student Roster Verification

Classroom Observations  Student Perception Surveys  Student Growth Model  Student Learning Objectives

PROFESSIONAL PRACTICE AND RESPONSIBILITIES  STUDENT GROWTH AND LEARNING

TEACHER EFFECTIVENESS MEASURE
Goals for Pilot Year 2

1. Test and validate the measures within each component of the EES.
2. Understand what and how the new components support opportunities for improving practice.
3. Understand potential problems or roadblocks to implementation so that changes can be made.
4. Build capacity of complex area staff, school administrators and leadership teams to support growth and improvement of their teachers.
# Expectations for Teachers in the Pilot

<table>
<thead>
<tr>
<th><strong>Classroom Observations</strong></th>
<th>Each teacher will receive 2 observations per year, 1x in fall and 1x in spring.</th>
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<tbody>
<tr>
<td><strong>Tripod Student Surveys</strong></td>
<td>Each teacher will have students in at least 2 classrooms surveyed, 1x in fall and 1x in spring</td>
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<tr>
<td><strong>Student Growth Model</strong></td>
<td>Teachers (tested grades/subjects) will receive SGP data for all of their students for informational purposes only.</td>
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<tr>
<td><strong>Student Learning Objectives</strong></td>
<td>Teachers (tested and non tested grades/subjects) in specific schools will pilot SLO process in one specific content area (determined by CAS).</td>
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<tr>
<td><strong>Roster Verification</strong></td>
<td>Teachers in all grades/subjects will complete roster verification at the beginning (Oct) and end of SY (May) using an online tool.</td>
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What to Expect in SY 13/14

- Statewide implementation of all components in Educator Effectiveness System.

- Effectiveness ratings for all classroom teachers (for informational purposes)

- Final year for making adjustments to model design and required protocols before EES model is officially adopted.
Communication and Feedback

Public
- Forums
- School Visits
- Community Meetings

Pilot Participants
- Surveys
- Interviews
- Focus Groups

Stakeholders
- Internal and External Workgroups

State Leadership Decisions

8/20/12