

# INVEST

An outcome-based model



## INVEST NEWS

### Stanford to be replaced by Iowa in K-8

Aldine ISD has decided to replace the assessments currently administered to students in kindergarten through eighth grade.

During the 2014-15 school year, the district will begin administering the Iowa in grades K-8.

Logramos (3rd ed.), the Spanish version of the Iowa, will be administered to eligible students in grades K-5.

The district will continue to administer the Bracken School Readiness Assessment for students in pre-kindergarten.

The district's decision to move away from Stanford was due, in part, to the availability of these assessments in the coming years.

## YOUR QUESTIONS

**Q.** Will Part B: Student Growth be used for accountability purposes this year?

**A.** No. Student growth data will be collected this year, but only Part A: Teacher Practices will be used for accountability purposes.

## New teachers learn about Invest



Teachers new to Aldine ISD — and many new to the teaching profession — were introduced to Invest during the Reach 2 Teach Induction Academy held Aug. 11-12 at Davis High School.

Current Aldine administrators and teachers provided new teachers with information about the district's evaluation system, and how it can help new teachers get off to a strong start.

For more about the induction academy, look online at [InsideAldine.com](http://InsideAldine.com).

# Uniformity the focus of Invest conference

Learning more about Invest, implementing the system uniformly across the district, and providing improved feedback for teachers were just some of the lessons learned by Aldine ISD administrators during an all-day conference on June 9.

In addition to nearly 275 Aldine principals, assistant principals and administrators, representatives from the Laura and John Arnold Foundation and Spring Branch ISD attended the Invest 2014 Conference to learn more about the district's teacher evaluation and support system.

"The conference was great," said the principal of Carver Magnet High School, Rosalyn Sweat. "The administrators really benefitted from the session."

Dr. Wanda Bamberg, the Superintendent of Aldine ISD, set the tone for the

conference by outlining the continuing need for strong teachers and the difference they can make in students' lives. Dr. Bamberg also outlined ways administrators on campus can help students improve.

The presentation by Dr. Claire Robertson-Kraft focused on the conclusions of a research study of teachers who have participated in Invest and the practices of schools that have been the most successful in its implementation.

Dr. Robertson-Kraft, a post-doctoral fellow and research director of Operation Public Education at the University of Pennsylvania, said that improved feedback and specialized support for teachers, along with improved communication, were among the ways to improve the implementation of Invest.

The conference was broken into five sessions, and attendees were able to choose from 16 different presentations. The presentations ranged from updates about Invest to strategies for using video as a training tool for teachers to linking Invest to professional development.

"I loved [the session called] 'Goals and Action Plans,' plus SGOs," said Cheryl Matthews, principal at Hoffman Middle School.

Presenters at the conference included Lynn Sawyer from the Danielson Group, Katie Schlesinger and Dr. Robertson-Kraft from Operation Public Education, and Annette Rodriguez and Mitchell Welch from Teachscape, as well as Aldine principals and district administrators who are subject matter experts on components of Invest.

## Appraisal Timeline 2014-15

The schedule below outlines key dates for Invest for the 2014-15 school year.

### Semester I

**Aug. 13-Sept. 12** – Campus Training Window

**Aug. 13-27** – SGO Training Window (DLEs)

**Sept. 12** – First Draft of SGOs Due

(DLE feedback due within 3 work weeks of submission)

**Sept. 15** – Observation Begins

**Oct. 10 (on or before)** – Last Day for Final 13/14

Part B: Student Growth (SGP / SGO) Conference

**Oct. 10 (on or before)** – Final SGOs Due

**Oct. 17 (on or before)** – Professional Goals & Action Plans (INV 1)

**Oct. 17 (on or before)** – Goal Setting Conference

**Track 1a** – Minimum of 2 Walk-Throughs & Formal Observation

**Track 1b & 2** – Minimum of 2 Walk-Throughs

### Semester I/II

**Track 1b & 2** – Formal Observation

### Semester II

**Jan. 20-Feb. 6 (Recommended)** – SGO Conferences (INV 9)

**April 17** – Last Day for Formal Observation

**April 17** – Last Day to Submit Artifacts (INV 7), Completed

Goals & Action Plans (INV 1), and End of Year Action Plan Reflection (INV 6)

**May 15** – Last Day for Summative Rating Conferences, Part A

**June 4** – Appraisal Period Ends

**Track 1a & 1b** – Minimum of 2 Walk-Throughs

**Track 2** – Minimum of 1 Walk-Through

**Track 1a & 1b** – Second Formal Observation

(If placed on an ISP)



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## YOUR QUESTIONS

**Q.** After I watched my videos on Teachscape, they were no longer available anymore. Is there another way to re-watch the videos?

**A.** Every employee has access to the modules, FOCUS. They should be available throughout the school year. However, you must re-register each year. Principals will be able to guide you through the procedure.



**Q.** This is the first time I have heard of anything being on the ePortal. Could this important information be sent out by the district since I have never been told of these resources by my school?

**A.** All Invest documents are available on ePortal under Employee Resources – Invest Professional. This information has been shared with administrators as well as VEAC and DEAC representatives since the 2012-13 school year.

## Learning starts at the top



Principals Candice Hardin and Scott Corrck train new assistant principals on Invest.



Lynn Sawyer from the Danielson Group conducts training on Invest with Aldine ISD principals, assistant directors and program directors.

Starting a new school year requires much planning and preparation, for students and teachers alike. Administrators also have their routines — but what about those who find themselves in new, unfamiliar roles?

For new principals and assistant principals, part of learning about their new roles and responsibilities includes training on Invest.

Separate training sessions held in September for new principals and assistant principals covered different areas in Invest, including the evaluation process, helping teachers on campus with Invest, and tips for keeping on schedule.

# Principals attend training on calibration

Principals are at the primary raters of teachers in Invest, so making sure they are all on the same page is key. On Oct. 9 and 10, Lynn Sawyer of the Danielson Group held half-day sessions to help principals calibrate their evaluations.

The training featured recordings of a teacher in the classroom. Principals were given time to rate the teacher, then they discussed the reasons for particular ratings based on the teacher's performance.

Before watching the video, Sawyer discussed some things to consider before conducting a formal evaluation.

She pointed out the importance of coming to the classroom prepared and using a lesson plan in preparation for the evaluation. Making the most of tools such as pre-evaluation conferences and lesson plans helps the administrator during the evaluation process.

Sawyer also discussed different levels of teachers, from novice to expert, and pointed out the attributes of each. She noted that teaching practice differentiated the groups, and that some teachers with years of experience still taught at a novice level because they had not improved their teaching techniques from when they entered the profession.

After the video, principals discussed what they saw. They looked at ways to take notes from the evaluation and match them with the components in the Danielson Framework to come up with an accurate assessment.

Sawyer explained that using specific evidence from the evaluation that was matched first to specific components from the Danielson Framework then to the rubric in the Components Summary gave administrators a valuable way to provide specific feedback that teachers can relate to and learn from.

Sawyer said that one common saying they had for teachers was "look to the right." Teachers evaluated at one level on the Component Summary can look at the next highest level to the right to see how they can improve.

# Invest Process

## Part A: Teacher Practice

### Danielson Framework

