



TPEP Updates for Teachers

March 2013

What we know...

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graph TD; A[What we know...] --- B[Decided by the State]; A --- C[Decided by the District];
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Decided by the State

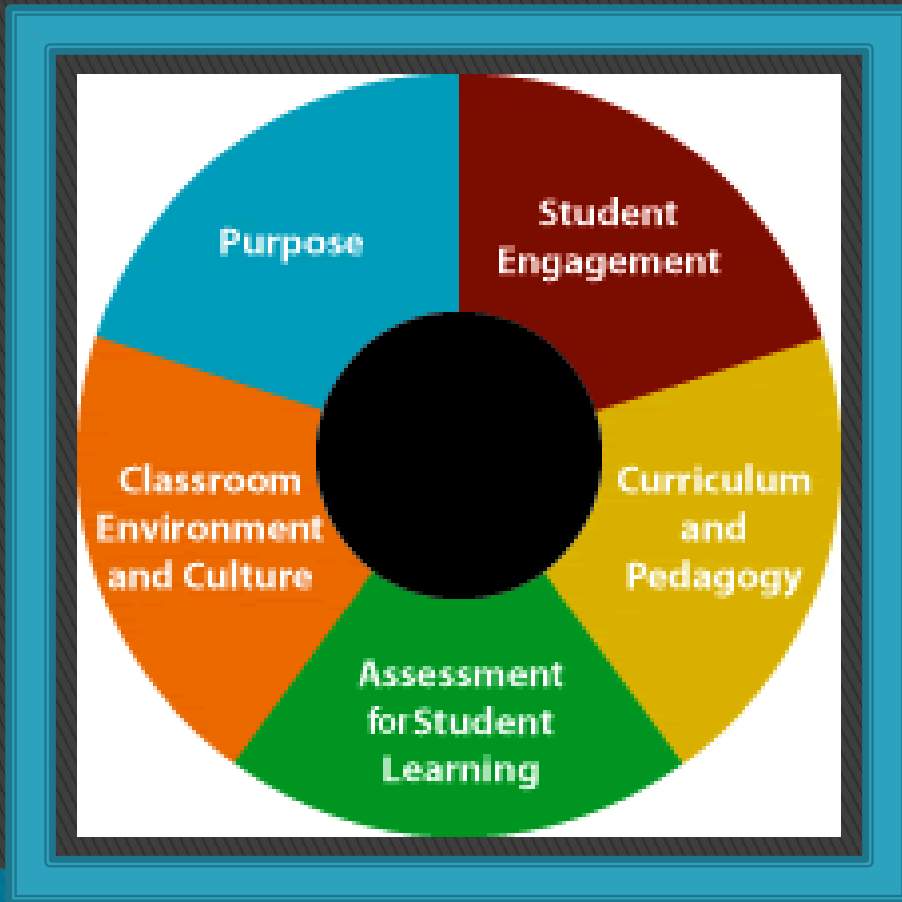
Decided by the District

1. Eight new **evaluation criteria** for teachers and principals
2. **Instructional Framework Selection: UW CEL 5D**
3. **Timeline:**
 - Start implementing 2013-14
 - Full implementation 2015-16
4. **Student Growth** is a factor in 3 of the 8 evaluation criteria
5. How we will implement **professional development** for teachers and principals

8 New Teacher Evaluation Criteria

1. Centering instruction on high expectations for student achievement
2. Demonstrating effective teaching practices
3. Recognizing individual student learning needs and developing strategies to address those needs
4. Providing clear and intentional focus on subject matter content and curriculum
5. Fostering and managing a safe, positive learning environment
6. Using multiple student data elements to modify instruction and improve student learning
7. Communicating with parents and school community
8. Exhibiting collaborative and collegial practices focus on improving instructional practice and student learning

UW CEL 5 Dimensions of Teaching and Learning



The instructional framework will help us develop a common language that supports our shared vision for improving teaching and learning.

Relationship between the 8 Criteria and the Instructional Framework

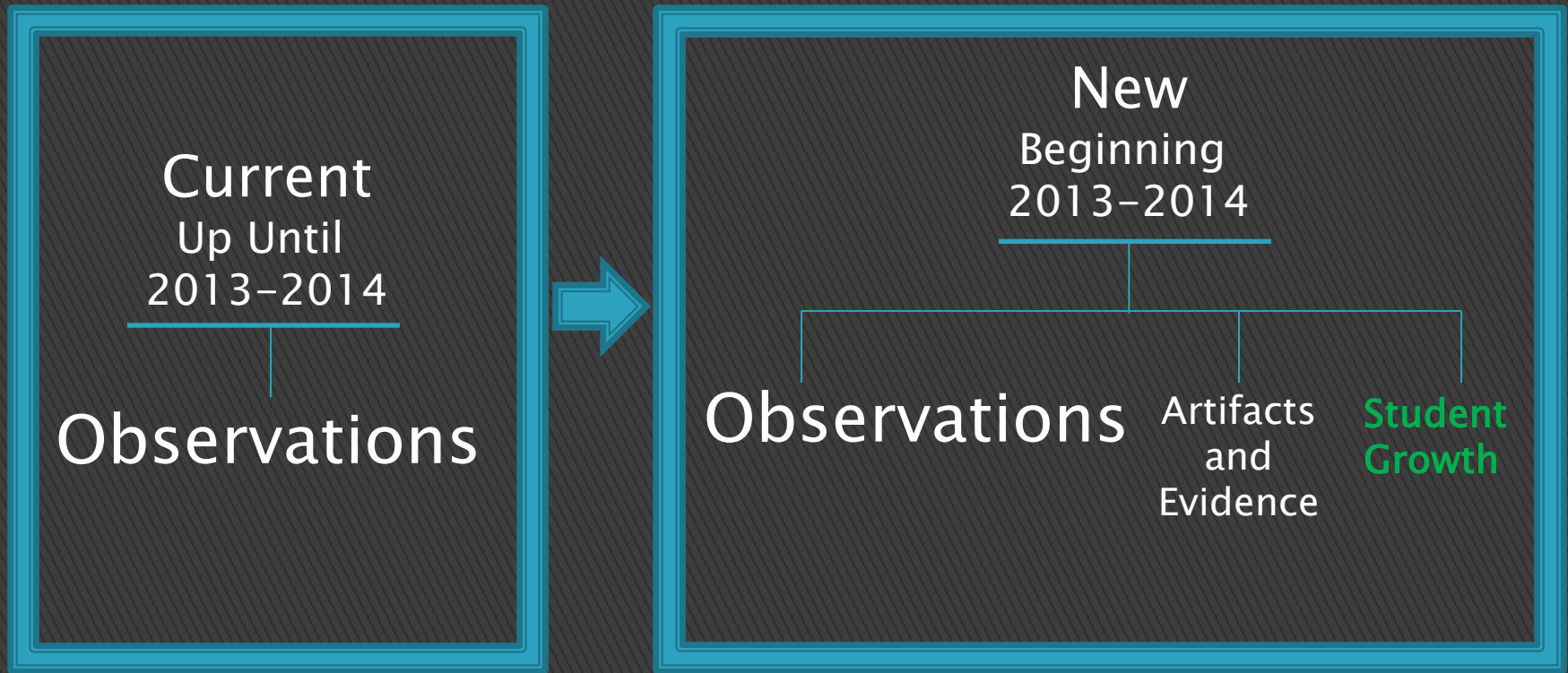
Student Learning	Teacher Learning
Standards What students need to know and be able to do	8 State Evaluation Criteria What teachers need to know and be able to do
Curriculum and Instruction with Formative Assessment <i>How</i> students learn about and demonstrate growth toward proficiency in the standards.	Instructional Framework with Feedback <i>How</i> teachers learn about and demonstrate growth toward proficiency in the 8 criteria.
Summative Assessment A way to measure and communicate where students are in relationship to the standards	Evaluation A way to measure and communicate where teachers are in relationship to the 8 criteria

Timeline

- ▶ *Who* is required to participate in the new evaluation process in 2013–14?
 - Classroom teachers who are...
 1. **Provisional**
 - First 3 years of teaching
 - First 3 years of teaching in WA State
 - First year new to the district
 2. **Probationary**—On a plan of improvement
- ▶ In addition to required classroom teachers, our district will include **volunteer teacher leaders** in the new system in 2013–2014.



Measures and Evidence



Student Growth Key Concepts



- ▶ The law requires “Multiple Measures” to be used:
 - Classroom-based
 - School-based
 - District-based and/or
 - State-based
- ▶ Student growth measures must be “relevant to teacher and subject matter”

BPS Professional Development Plan

March

- Building TPEP presentations by principals and Advisory Team Members
- Notification of Year 1 TPEP *required* Participants
- “Intro. to 5D” optional trainings available for all staff

April

- Spring Pilot begins for volunteer principals and teachers
- Notification of Year 1 TPEP *volunteer* teacher leaders
- “Intro. to 5D” optional trainings available for all staff

May

- Spring Pilot continues for volunteer principals and teachers
- “Intro. to 5D” optional trainings available for all staff

August

- 2-Day “Stage 1” Side-by-Side Instructional Framework training for principals and year 1 teacher participants

2013-2014

- 3 days of “Stage 2” Side-by-Side Instructional Framework training in fall, winter and spring for principals and year 1 teacher participants.
- “Intro. to 5D” optional trainings available for all staff



Professional Development Summary

FEW

Learning
Opportunities for
selected Teacher
Leaders

SOME

Mandatory PD for staff
required to participate in
the new system

ALL

Optional PD available for all staff



For More Information...

- ▶ BPS District TPEP Web Site:

<http://bellingshamschools.org/teacherprincipal-evaluation-project-advisory-committee>

- ▶ ESD 189 TPEP Web Site:

<https://library.nwesd.org/tpep>

- ▶ State TPEP Web Site:

<http://tpep-wa.org/>

- ▶ UW CEL Web Site:

<http://www.k-12leadership.org/services/5-dimensions>



Questions?

Link to Bellingham Public Schools TPEP Q&A:

<http://bellingshamschools.org/sites/default/files/TPEP%20Q%20and%20A.pdf>