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June/2014

## Teacher appraisal pilot enters second year

The district's teacher appraisal pilot, a collaboration between Pinellas County Schools and Learning Sciences International in West Palm Beach, is entering its second year. The multi-year research pilot project underway at five schools is intended to address many of the challenges inherent in teacher evaluation, particularly the heavy reliance on end-of-year VAM (value added measures) scores. The research pilot was launched in school year 2013-2014 and is being expanded to additional schools.

One of the pilot's objectives was to develop shorter duration student growth measures that can better guide teachers' improvements in instructional practices while their students are still in class.

The new evaluation system brings in multiple measurements of teacher performance throughout the year, instead of a single end-of-year value added measurement (VAM). Multiple measures are paired with embedded professional development, so that teachers receive the training and feedback they need to improve their practice well before final evaluations.

The pilot's designers collected and distributed four types of formative data to help teachers hone their classroom practice and address gaps in students' learning early on in instructional units. Data from classroom observations, student growth, teacher self-assessments, and student surveys are combined to yield a rich portrait of the effect of teaching on student progress. The pilot was a fully collaborative project, with strong support from the Pinellas County Classroom Teachers Association.

Pinellas Schools Superintendent Michael A. Grego played a key role in implementing the pilot.

"We believe this pilot to be revolutionary in the manner by which teachers and administrators are evaluated, but the critical piece is the feedback and professional development embedded into a continuous improvement process," Dr. Grego said. "The true power lies in how this system empowers teachers to grow and develop their craft, which ultimately benefits our most important stakeholders, our students."

In surveys distributed to teachers by Learning Sciences International at the end of the 2013-14 school year, 72 percent of teachers who participated in the program rated the student growth data "very helpful" or "helpful."

CEO of Learning Sciences International Michael Toth explains: "The Pinellas research project is designed to provide very specific and timely feedback for teachers using multiple measures throughout the school year, so teachers can use the data to demonstrate instructional improvements with students they currently teach. This is very empowering for teachers, as they can adjust their classroom practice to see positive results with the same students."


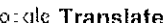
At the April 1 School Board Workshop, Brian Dassler, Deputy Chancellor for Educator Quality for the Florida Department of Education, called the pilot "pioneering kind of work that shows teachers the respect they deserve. You have in so many ways made an anchor here that it's not 'if' student achievement can drive teacher effectiveness, but 'how.' It's one of the reasons we're so interested in what you're doing and how we can be a part of it."

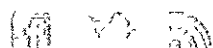
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## Federal report highlights PCS teacher appraisal pilot

August 18 2015

Pinellas County Schools teacher appraisal pilot was featured in a federal white paper about innovative approaches to measuring student learning in the context of teacher evaluations.

The U.S Department of Education report, titled Emerging Approaches to Measuring Student Growth, states that the district "piloted a a unit value-added model that provides teachers with more timely feedback and covers a broader range of grades and subjects than traditional value-added models."

The district is featured on pages 3 and 4 of the report by the Reform Support Network, which is sponsored by the DOE.

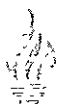
By Lorri Helfand

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### School Board approves updates to teacher and school administrator evaluation systems

By Lorri Helfand

The Pinellas County School Board approved revisions to teacher and school administrator evaluation systems.

This year all schools will be utilizing the state approved Marzano Evaluation System. Last year, that system was used by 21 schools as part of a pilot teacher evaluation system.

The changes will affect classroom teachers and non-classroom instructional personnel and school administrators. The revisions will be applied to all 2015/2016 evaluations using data that relates as directly as possible to individual students taught by each teacher.

See the [2015-16 Instructional Evaluation System Plan](#).

See the [2015-16 Administrative Evaluation Plan Template](#).

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