

## **St. Mary's School District**

### **Stakeholder Participation**

The new Educator Evaluation and Support System for the St. Mary's School District began with providing all teachers information about the new state requirements and what we as a district needed to do in order to be in compliance with the new regulations. The district then began exploring the various options with the teachers and eventually moved towards the adoption of the Marzano Model. Once all teachers and administrators agreed that the Marzano model would be the best fit for St. Mary's the administration took the proposal before the board for formal adoption. The board, parents, and community members were kept informed during the process and had the opportunity to participate and provide input. After careful review and an opportunity for input from all stakeholders the School Board formally adopted the Marzano framework and i-observation, the software tool aligned to the framework, on Date. The School Board minutes of August 27, 2014 indicating the adoption of the Marzano model as the new EES for the St. Mary's School District.

### **Standards**

Once the district had adopted the Marzano model we sought out experts in the implementation of the framework and entered into a service contract with SERRC to ensure that the new EES system was aligned to the content standards for both teachers and administrators. SERRC provided specific training in these areas and which included incorporating the cultural standards based on the work done by SERRC. The Marzano framework and the i-observation tool are both aligned to the content standards for teachers, administrators, and special service providers as evidenced by the State of Alaska EED vetting the Marzano model as a model that meets these requirements. purchased i-observation evaluation tools.

The use of the i-observation model with the inclusion of the cultural standards, which SERRC has written and had approved, demonstrates that the district has incorporated the cultural standards into the EES system. The performance standards which will be implemented are embedded in the Marzano framework and the i-observation tool and are directly aligned with the state requirements as approved by EED. Through the use of the i-observation evaluation tool, each standard includes levels in the performance scale which has a clear and concise description of exemplary, proficient, basic, and unsatisfactory performance. EED has approved this model as meeting these requirements.

*The Marzano Framework and the incorporation of the cultural standards is located on our website.*

### **Observation Procedure**

The district has purchased the i-observation software tool which will be use to gather information about educators performance. The i-observation tool is based on the Marzano framework, which is a nationally recognized framework and has been approved by the Alaska Department of Education. The number of planed observations and evaluations for tenured and non-tenured teachers will remain at a minimum of one formal evaluation for tenured teachers and a minimum of two formal evaluations for non-tenured. Each teacher will be receiving timely feedback through the use of the i-observation tool which provides instant feedback to teachers, and multiple resources for teachers and administrators to access for guidance on meeting the performance standards.

*See teacher evaluation system guidelines located on the web page*

## **Students, Parents, Community Members Educator and Administrator Input**

The district provides students, parents, and community members and opportunity to complete surveys on each individual teacher. The district will review all information received and provide each individual teacher with copies of the surveys received and input on areas of strengths and weaknesses as perceived by students, parents, and community members. Obviously in a small single site school district such as St. Mary's the two administrators have a working knowledge base of the performance of each educator based on multiple formal and informal observations throughout the year. In addition, the Parent Advisory Committee or PAC has an opportunity to provide input once a month at their regular scheduled meeting.

*See Sample copy of survey posted on our website.*

The i-observation tool provides for self-assessment over time for the individual teacher and provides for individual growth plans. It is the district's intention to incorporate the findings from the surveys and other input obtained into the educators' growth plans when appropriate. See Sample copy of survey attached.

## **Educator and Evaluator Training**

The district has contracted with SERRC to provide in-service training on the utilization of Marzano's i-observation and the evaluation process. The district conducted several in-services throughout the 2014-2015 school year to begin the process of ensuring that all educators who are subject to the evaluation had an opportunity to provide input and to ensure that the educators understood the new process for meeting all of the new requirements for the new EES per the Alaska Department of Education and the district. Additional in-services are scheduled to occur again for the 2015-2016 school year beginning with the first day teachers are back in the district on August 10-12, 2015, two trainers, two days, October 16, 2015, one trainer, and November and February Dates to be determined.

Both the Principal and the Superintendent attended all of the SERRC Marzano trainings during the 2014-2015 school year with certified teaching staff and were part of the process of creating the new EES system. In addition, both the principal and superintendent had specific training with SERRC on i-observation and the evaluator's role in the process and how to utilize the new EES. The principal and superintendent will continue to attend the SERRC in-services on the use of the evaluation tool throughout the 2015-2016 school year and in addition will attend training webinars through The Learning Institute and SERRC specifically geared towards the evaluator's proper use and interpretation of the i-observation tool. St. Mary's is a single site school district with one administrator conducting certified teacher evaluations. The i-observation tool was selected in part due to its objective format and both the principal and superintendent will continue to receive additional inter-rater reliability training as outlined above.

## **Results/Outcome**

Data from i-observation will be utilized to document the necessary plan of improvement for educators who do not meet the district performance standards. The data base will track all input received by the evaluator and will objectively provide the required information for non-retention procedures, timelines, and risk management.