

# Educator Growth Plan Framework

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# Background

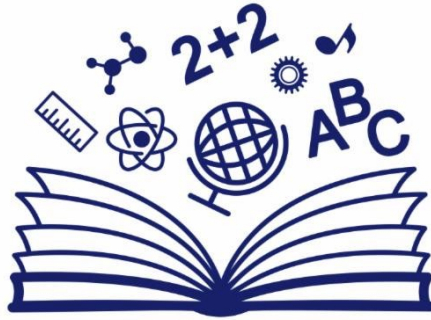
- OLAG Audit on Teacher and Principal Evaluation
- June 2022 Education Interim Opens Bill File
- August 2022 Board Approval



# Primary Focus



Teachers are the number one  
influence on student learning



TEACHERS  
**MATTER**



# Redesign Working Group Membership

- LEA Leaders
- Higher Education Faculty
- Teachers
- School/Charter Administrator
- UEA Representation



# Focus Group Questions

What makes feedback effective?

What is the purpose of teacher evaluation?

What might the future look like to achieve this purpose?

What are the best/worst parts of the current system?



# Purpose of Evaluation

Teacher evaluation provides ongoing feedback that grows teacher practice, builds reflective practitioners, and increases student learning.



# Redesign Process

- Examined research on teacher evaluation
- Investigated best practices happening in teacher evaluation locally
- Incorporated focus group feedback
- Gathered stakeholder input





# Key Changes

- Growth model focused on a 2-3 standards
- Growth plans for every educator, every year, including charters
- Guardrails with local flexibility
- Performance and conduct separated



# Growth model focused on a 2-3 standards



# Growth plans for every educator, every year, including charters



# Guardrails with local flexibility

- LEA created growth framework
  - Required elements:
    - Self-assessment
    - Educator-directed goals (no more than 3)
    - Educational practice visits (at least two)
    - Ongoing feedback that is timely and face-to-face
    - Evidence of reflection
    - Evidence of student learning
    - Three growth designations (no growth, some growth, met or exceeded growth)

# Performance and conduct separated

