



## **MSDWT Evaluator Brief** **August 22, 2014**

### **Teacher Logins to Standard for Success**

Today, we sent evaluators an email and asked that the email and attachment be sent to all teachers, media specialists, specialists, coaches, and counselors.

For the majority of faculty, this information and the Teacher Training Guide will provide the necessary guidance to login successfully and navigate the program.

For those that need additional assistance, please support them as best as you can, and encourage them to submit a ticket to SFS.

### **Teacher Upload of Artifacts**

Standard for Success modified our program so that teachers will no longer be asked to or be able to rate artifacts prior to submitting them. They simply click "mark as" on the appropriate Performance Indicator and that indicator number will populate in the comment box, without a rating.

### **What If I Disagree with the Performance Indicator(s) a Teacher Selected with an Artifact?**

The simple answer is: Change it.

The more complex answer is: Change it, and be prepared to defend it.

Both answers are correct.

### **Do I Need to Score Every Artifact That Is Submitted?**

Our Oversight Committee will begin tackling the topic of Artifacts next week during our first meeting.

However, here are a few points I have repeatedly made regarding Artifacts:

- Observations should, in most cases, be the primary driver of an evaluator's decision when assigning a final rating in a Performance Indicator.
- Artifacts can provide clarification and validation for the evaluator – validating the rating the evaluator was prepared to give the teacher.
- Artifacts are useful when the Performance Indicator has not been observed.
- One or two artifacts per Performance Indicator should, in most cases, suffice.
- Volume of Artifacts does not necessarily translate into a higher score. Just as frequency does not equate to quality, volume does not equate to quality.
- If an evaluator believes the Artifact is not necessary, is redundant when compared to already submitted artifacts, or is not applicable to the Performance Indicator, a score is not necessary.
- See answers to the above question, "What if I disagree with the Performance Indicator(s) a teacher selected with an Artifact?"

More training and conversation will take place regarding Artifacts.

## Do We Have to Use the Pre-Observation Form?

See the Administrative Guidelines for requirements.

In cases of teachers in their first and second year in the district, you are strongly encouraged to use Pre-Observation forms prior to the Formal Observations.

Now that the process can be completed in the online Teacher Evaluation Software Program (SFS), evaluators may begin requiring more staff to complete a Pre-Observation form.

If a teacher is teaching in a new grade level or subject, the Pre-Observation form may be helpful to you. Ask yourself:

- What is the level of planning?
- How well does the teacher understand the standards for this course?
- Based on the form, what kinds of activities do I expect to see when I'm observing?
- If a teacher is leaning toward the Improvement Necessary category, you may wish to request a Pre-Observation Form.

## Thank You

I want to thank all of you for your patience and assistance as we have transitioned between programs.

We have MUCH on our plates and your professionalism has not gone unnoticed or unappreciated.

Thank you!