



# Wellesley Supervision & Evaluation System

Essential Elements (*or, what  
I need to know before  
summer vacation*)

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# Purpose – *Why?*

- Strengthen our culture of continuous learning
  - More frequent observation cycles
  - More focus on the craft of teaching
  - More frequent conversation & feedback

# Performance & Growth

- Performance will be determined based on observations and other data (see remaining slides)
- Impact on student learning will be determined by “District Determined Measures.”
- WPS will implement some and pilot other DDMs next year, but ***will not attach student growth results to teacher evaluations until SY17-18.***

# Logistics – *How?*

- Self-assessment, Goal Setting
- Observation cycles (6 during the year)
  - Short observation
  - Conversation
  - Memorialization
- Mid-cycle Assessment
- Summative Assessment

# Self Assessment & Goals

*Self-assessment and goals will form the core of your **professional learning and improvement** this year.*

- Complete self-assessment form by September 5.
- Work with peers, coaches, PLCs, and supervisors to develop goals by November 1.

# 6 Observation Cycles

*Observation cycles will form the core of the **coaching & feedback** you experience with your evaluator this year.*

- 10-minute observation (approximate length)
- Post-observation conversation
- Educator “Memorializes” the conversation online
- Evaluator reads (& responds if necessary) online

# Mid-Cycle and Summative Assessments (1-year plan)

*These two assessments will form the core of your **evaluation** this year.*

- By 1/15/15, educators receive mid-cycle assessment based on the Rubric.
- By 5/1/15, educators receive summative assessment based on the Rubric.

# Mid-Cycle and Summative Assessments (2-year plan)

*These two assessments will form the core of your **evaluation** this year.*

- By 6/1/15, educators receive mid-cycle assessment based on the Rubric.
- By 6/15/16, educators receive summative assessment based on the Rubric.



# Who will be Evaluated? Getting to 50%

## ***RANKING LIST***

- Non PTS are on a one year cycle
- PTS rated as satisfactory with concerns will be on a one year cycle next year

## ***IF NOT YET 50%...***

- Staff who during 13-14 were on year 4
- Staff who during 13-14 were on year 3

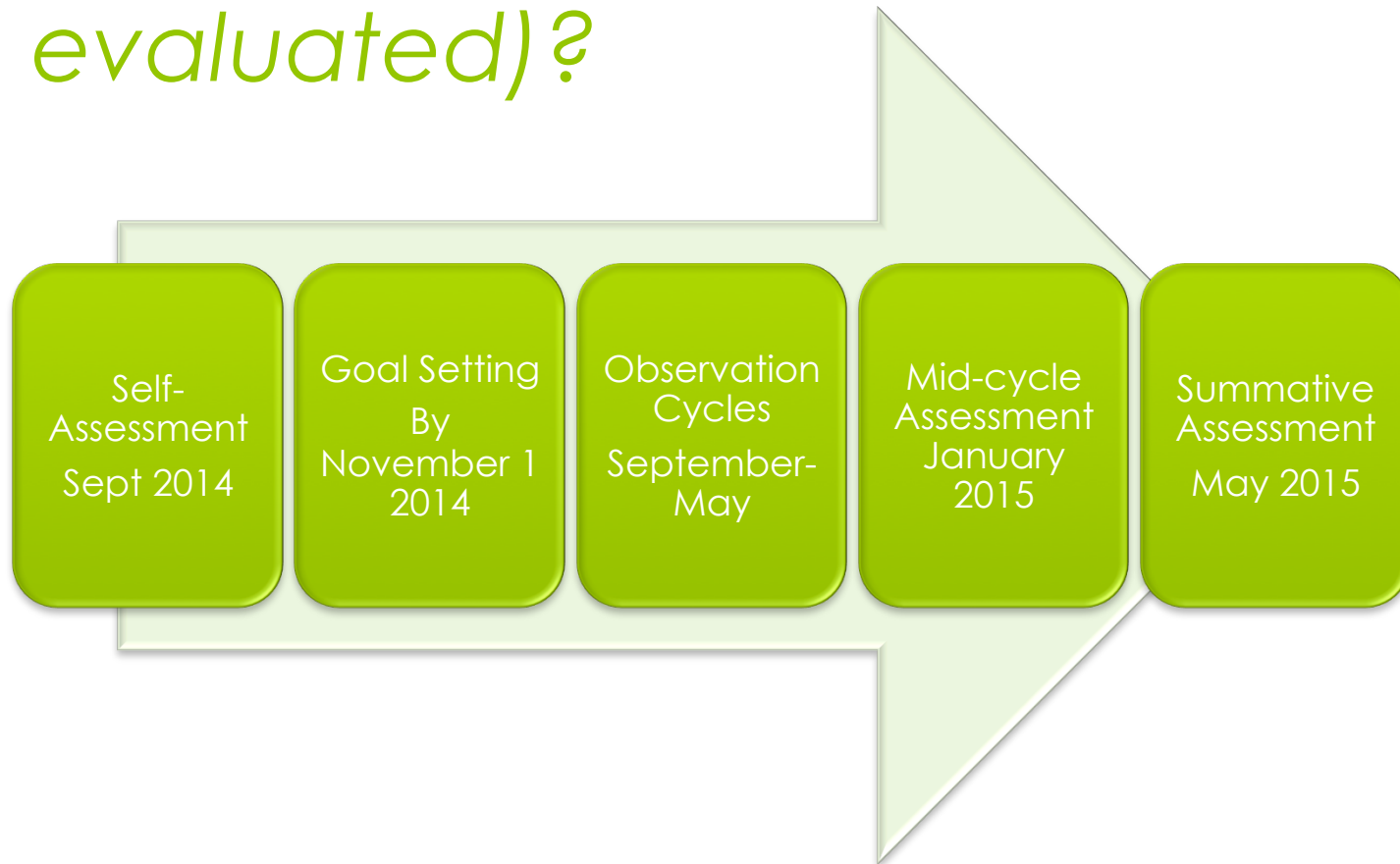
# Timeline – *When (will we be trained)?*

- May-June 2014
  - Training for Supervisors
  - Q&A for Educators
- July-August 2014
  - Development for Supervisors
  - Training for Educators
- Fall-Spring 2014
  - Development for Educators
  - Ongoing Refinements for Supervisors

## Timeline – *When (will we evaluate/be evaluated)?*

- September, use rubric to complete self-assessment; observation cycles begin
- By November 1, set goals with supervisor
- November-January, at least 2 observation cycles
- January, mid-cycle review (1-yr plan)
- January-May, remaining observations
- May-June, summative evaluation

# Timeline – *When (will we be evaluated)?*



# Supports – *Who?*

- Your immediate supervisor
- Your building rep
- Your department head
- Members of the Working Group
- Online: Baseline Edge, MTA, DESE



Questions?