

# P.A.173 of 2015 Posting Requirements Regarding FCS Teacher Evaluation

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## **A) The research base for the evaluation framework, instrument, and process.**

The research base behind The Thoughtful Classroom Teacher Effectiveness Framework (TCTEF) is referenced in each dimension of the basic rubric available [here](#) .

The process we used was created in consultation with Silver, Strong, & Associates trainer Dr. Tom Dewing, Zimco, Inc. President and Founder Dawn Zimmer and Implementation Services Specialist Anita Buella from the prescribed components of the TCTEF process. Zimco, Inc. is the company that manages the STAGES electronic platform that documents and guides the TCTEF process for evaluators and teachers. STAGES was since bought out by Standards for Success, but the process was continued in the migration to the new platform.

After discussing the adoption and roll-out process with other TCTEF districts, it was determined that we would focus on half of the framework in the 2016-17 school year and the remainder in the 2017-18 school year. The focus during 2016-17 will be on the Four Cornerstones and Dimension 10 (Professional Practice). In 2017-18 (and thereafter), the Five Episodes of Effective Instruction will also be taught and evaluated.

## **B) The identity and qualifications of the author or authors.**

Please see page 4 of the document linked [here](#).

## **C) Evidence of reliability, validity, and efficacy or a plan for developing that evidence.**

Please see pages 5 and 6 of the document linked [here](#).

## **D) The evaluation frameworks and rubrics with detailed descriptors for each performance level on key summative indicators.**

Please see pages 7-19 of the document linked [here](#).

**E) A description of the processes for conducting classroom observations, collecting evidence, conducting evaluation conferences, developing performance ratings, and developing performance improvement plans.**

Please see page 20 of the document linked [here](#).

**F) A description of the plan for providing evaluators and observers with training.**

Please see page 21 of the document linked [here](#).

Phase 1 of the training was provided on June 23 & 24, 2016 to all building and district administrators.

Phase 2 of the training was provided on July 26 & 27, 2016 to all building and district administrators.

Teacher Training in TCTEF was provided on August 30, 2016 to all teachers by Dr. Tom Dewing. The session went from 8:30 until 3:30. It provided an overview of the full framework, but focused primarily on the Four Cornerstones. Dr. Dewing will be returning next year to provide further training focused on the Five Episodes of Effective Instruction.

Teacher training in the STAGES platform (an electronic platform for managing the TCTEF process) was provided to teachers on September 1, 2016 and was also reinforced through subsequent staff meetings and memos.

Inter-rater reliability calibration occurs in administrative staff meetings. During October and November, those sessions will occur weekly. As the administrators gain familiarity with the framework, those sessions will decrease to monthly. This same process will be repeated next year when the Five Episodes of Effective Instruction are added into the evaluation as well.