

# DAC—Sub-Committee Board of Education Final Report

## Sub-committee: Feedback and Evaluation

**Who:** Eric McMartin, Ariella Rogge, Gideon Aigner, Brooke Cote, Natascha Leonardo, Vi Gaunce, Anais Spitzer, Marcy Palmer, Brandon Wood, Judi Johnson, Stephanie Wilson, Chris Briggs-Hale

**What:** *Feedback and Evaluation -- Recommendations for more meaningful and productive feedback for both certified and classified staff.*

1. The Feedback and Evaluation subcommittee was seeking to accomplish a certified rubric that decreased redundancy while maintaining the spirit that was captured in standard 5.
  - a. The group also explored the weight distribution across the standards.
2. The Feedback and Evaluation subcommittee was seeking to accomplish a classified rubric that honored diversity of job roles while using a positive versus a punitive approach to feedback and growth.

**When:** Presenting to the Board of Education on April 18th, 2022

**How:** *(Process)*

1. Our subcommittee broke into certified and classified groups to review the evaluation tools that have been used so far.
2. Each group examined the rubrics, made recommendations for improvement, and obtained feedback from the stakeholders through surveys and direct conversation.

**Story:** *(What is the situation? What are the guiding questions? )*

- Our committee addressed the disproportionate weighting of the standards on the certified rubric, with the goal to provide equity across standards, while honoring the core value of relationships from our previous standard 5.
- Shifting from strictly evaluative to a rubric that allows for collaborative dialogue and growth (allowing both the employee and evaluator to define what any ambiguous terms mean, together)
- Establishing buy-in and understanding from leadership (school and department level) to support professional development through a transparent, continuous growth process.

**Interests:** *(What are the needs, concerns or desires underlying this issue?)*

- Desire to reframe the feedback and evaluation process; continue the shift to a growth focused process vs. a “gotcha” evaluation model.
- Integration and alignment of state, district, and school level evaluation tools with the distinct goal of promoting professional and personal growth for certified and classified staff.

**Proposal:** *(Top 2-3 recommendations)*

- Our subcommittee recommends that the [modified certified rubric](#) for continuous professional growth be utilized beginning in the 2022-2023 school year.
- Our subcommittee recommends that the [modified classified rubric](#) for continuous professional growth be utilized beginning in the 2022-2023 school year.
- Our subcommittee recommends that each school/department set aside a facilitated time to engage in a collaborative conversation about the continuous growth cycle for certified and classified staff members—including rubric review, small/large group discussion, and individual goal setting and baseline self evaluation.

**Research:** *(What research was conducted? What are the current trends in research and practice?)*

- The Evaluation and Feedback subcommittee sought feedback from evaluators and staff members through a Google Form Survey.
- As a way of explaining our work, one certified and one classified staff member recorded themselves talking through a presentation that outlined the proposed changes.

**Criteria:** *(Pros and cons)*

*Pros:*

Potential improvement in communication - departments  
Supporting administration and those being evaluated  
Improvement of overall quality of instruction  
Streamlining the tools will help create understanding

*Cons:*

Getting full staff buy in on the tools can be a challenge  
Education needed for effective feedback  
Logistical challenges (timing/implementation)

**Suggested Implementation Models:** *(Ideas or best practices for implementation)*

Training/discussions to begin in August

- Set aside time at each building to facilitate introduction of the Continuous Professional Growth Tool for certified and classified staff
  - Continuous Professional Growth tool addresses the full process including walk-throughs, ongoing conversations and observation, as well as the summative rubric.
  
- Smaller group discussions follow through PLCs and department meetings.

**Additional Notes:** *(Key ideas and discussions that were not part of the proposal but they should not be lost)*

- Next year we need to look into the Measures of Student Learning portion of our certified evaluation system.