

DAC—Sub-committee

Feedback and Evaluation Steps for success

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What: *Feedback and Evaluation*

- *Recommendations for more meaningful and productive feedback for both certified and classified staff.*

uHow: How can we ensure certified and classified staff receive meaningful and productive feedback?

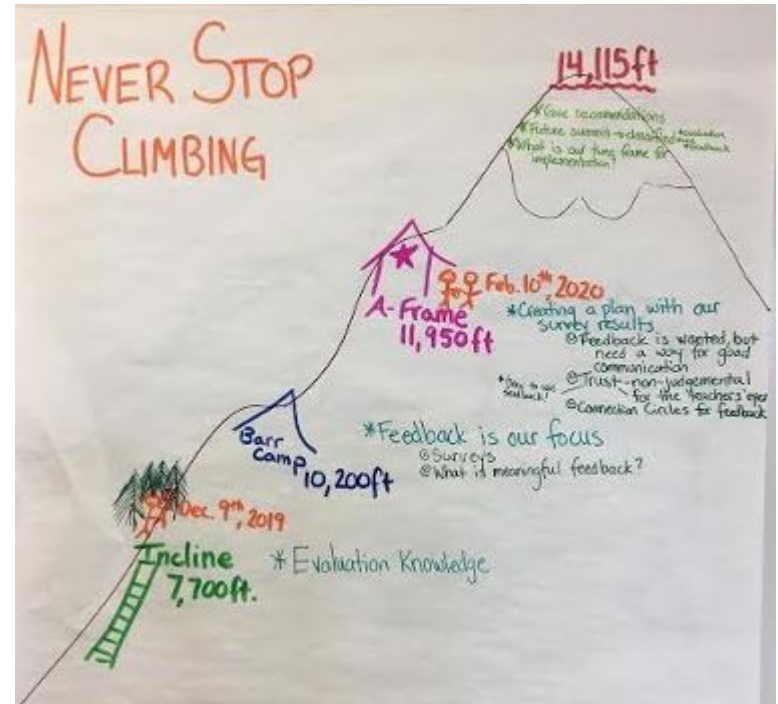
uSurvey teachers about what would help their professional growth. (what kind of feedback do teachers want from parents and students? peer mentoring?)

uGather feedback from parents and students (future)

Proposal: Evaluations and feedback serve as pathways for professional growth

Teaching is like climbing a mountain and is the place where feedback matters.

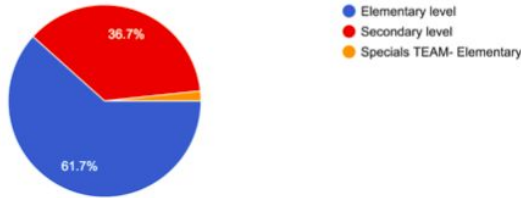
- What do teachers say would help them grow professionally?
- What do classified staff say would help them grow professionally?
- Is there a role for parental and student feedback for teachers?



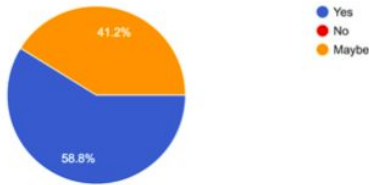
Surveys: Gathered information from teachers at every grade level

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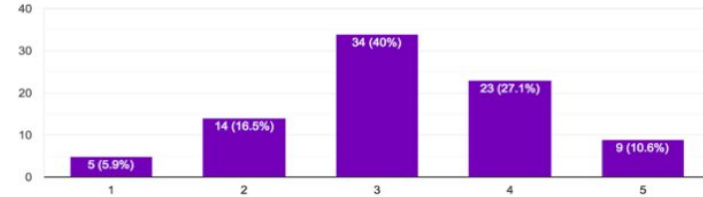
I am currently teaching at the
60 responses



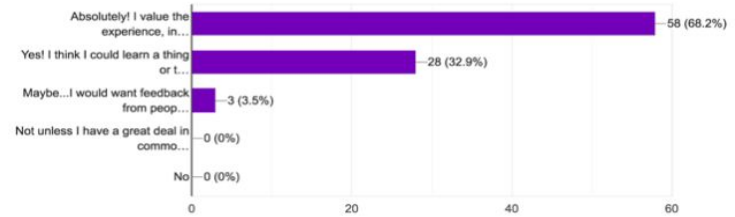
Do you feel students could provide helpful and meaningful feedback to you?
85 responses



Do you feel parents could provide helpful and meaningful feedback to you?
85 responses



Do you feel your colleagues could provide helpful and meaningful feedback to you?
85 responses



Criteria: *(Pros and cons)*

Pros:

Potential improvement in communication - departments

Supporting administration

Improvement of overall quality of instruction

Initial survey with staff create buy-in

Peer to peer observation and feedback could lead to improvement to our current evaluation system

Cons:

Getting full staff buy in

Education needed for effective feedback

Logistical challenges (timing/implementation)

Resources: allocating for additional substitute teachers to cover for observations; additional work days would be required

Suggested Implementation:

Continue current rubric use by Administration

- **Additional peer to peer observations**
 - Utilize or design a set of criteria to be used during PLC observations
 - Using PLC time for dialog on best practices
 - Training with specific criteria to be used during observations and feedback conversations
 - Time for peer to peer observations (release time quarterly or more)
- **Continue to build trust and buy-in**
- **Need for a rubric that can be used for evaluation of classified staff**
- **Continued work by this group to:**
 - Find a platform and training for observations and objective feedback
 - Design a rubric - flexible to meet the needs of teams and/or building focus
 - Parent and student feedback will be considered in our next steps.

Distance Learning Lessons

The Value of Feedback

Already implemented this year, administration to teacher, due to changes forced by remote learning, etc.

It proved meaningful to teachers.

Future input from parents stronger now--because teachers have already received it and because parents are more informed.

Still plan for the implementation as before, but be ready to adjust for the new realities next year.