

Reflections

LEA Institute Session on DC Model Teacher Evaluation System



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Jessica Grady Heard

Deputy Chief of Talent
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Topher Kandick

2016 DC Teacher of the Year
Upper School English Teacher
SEED PCS of Washington, DC



Linda McKee

Senior Director of Performance
Measurement and Assessment
Policy

American Association of Colleges
for Teacher Education





Alexandra Pardo

Partner

TenSquare Partners

“I think the important thing for us and how we got here was, this wasn’t done by just administrators. We had a team of about ten teachers and administrators sit for a year. And the first question they asked themselves was, “What is the purpose of this?” For our LEA and for our students. And I think that one of the things we have to step back and say is that teacher evaluation systems have a different purpose for different LEAs.”

Alexandra Pardo, TenSquare Partners



“The vast majority of teachers want to improve. They want feedback on their practice on an ongoing basis, whether they are new to the profession or a veteran. And these new evaluation systems, I think, have the potential to drive teacher practice.”

Kaylan Connally, New America Foundation

“As a 10th- and 11th-grade teacher, I’m really grateful for the great teachers that are the 6th, 7th, 8th and 9th grade teachers because I’m not going to be able to do as much good work if they’re not doing good work before the students get to me. We need to be thinking about teachers as a community that raises everyone up.”

Topher Kandick, 2016 DC Teacher of the Year

“While I’m not in a position to speak to the nuances of the new rubric, I do think that DCPS is moving towards a place where we’ll be able to say, not just that we’re holding high-bar instruction, but that our professional development supports go hand-in-hand. So I do think that we’re moving towards more alignment.”

Jessica Grady Heard, DC Public Schools

“I try to involve teacher voice. Get from the teacher representatives from different groups in DC – why are you asking me to come to the table. Well, because we need your voice at the table. We need your ideas.”

**Linda McKee, American Association of
Colleges for Teacher Education**



“I think a big part of this process and this project has been how do we not just create tools, but how do we make evaluations something that’s meaningful. Something where we’re not just measuring performance in teaching, we’re also connecting them with professional development, supports and trying to take them from where they are and make them a greater educator.”

**Orman Feres, Office of the State
Superintendent of Education (OSSE)**

