

Quick Facts: OSSE Model Educator Evaluation Pilot

This document is designed to provide an overview of the OSSE Model Educator Evaluation Pilot.

Why is the OSSE implementing a Model Educator Evaluation pilot?

Similarly to many states, the OSSE chose to develop a model evaluation system in order to provide a high-quality option to LEAs searching for a multi-component evaluation tool. In keeping with the best practice of considering input and feedback from practitioners, the OSSE worked with twelve LEAs over the course of a year (2014-2015) to create an observation rubric that builds on the strengths of existing, highly-regarded rubrics. The OSSE is undertaking a pilot to gather further feedback on the model evaluation system, including the rubric and the SLO process, by inviting a small number of LEAs to begin implementation of the model during the 2015-2016 school year and report back key data and findings that will be used to enhance and eventually formalize the model.

What does success look like for the OSSE Model Educator Evaluation Pilot?

The pilot will be considered a success if the following occurs:

- The LEAs involved with the pilot fully implement all aspects of the evaluation system for at least 50% of their teachers;
- Key representatives from Pilot LEAs attend monthly meetings with the OSSE to share data, provide feedback on the model, and create a community of practice where best practices can be shared and collaborative problem solving can occur.
- Teachers at the Pilot LEAs understand the OSSE Model Educator Evaluation System and feel better supported as a result of implementation of the model.

What will happen once the pilot year is over?

At the end of the pilot year, feedback gathered from the Pilot LEAs will be incorporated into the evaluation system, and the model will be finalized and released for adoption by any additional DC LEAs that opt to adopt (LEAs will not be required to use the model at any point).

What is required of LEAs who opt to participate in the pilot?

LEAs who volunteer to participate in the pilot *must*:

- Adopt the DC Model Evaluation Framework for at least 50%* of teachers
 - Use the Model Evaluation Observation Rubric for at least two (2) informal and two (2) formal evaluations.
 - Implement Student Learning Objectives (SLOs) with three (3) specific checkpoint through the course of the year (teachers must complete at least two SLOs per year).
- Capture all relevant data for all parts of the Model Evaluation system (i.e. Observation scores, observation feedback, SLO objective statements, SLO scores, etc.).
- Share all relevant data with the OSSE as part of pilot convenings (specific teacher information should be redacted).
- Conduct an OSSE-developed survey with evaluators and teachers.

**The OSSE strongly recommends that pilot LEAs roll out the Model Evaluation System to 100% of their teachers to eliminate additional complications that may arise when selecting, training, monitoring, and supporting a subset of teachers to utilize the model.*



Do LEAs have any flexibility in how the Model Evaluation System is implemented?

There are several key areas and decision points that each LEA has the flexibility to adjust based on their specific needs and environments. These decision points are outlined in a set of resources provided by the OSSE along with specific recommendations from the OSSE on how LEAs may choose to address each point.

Who is accountable at each LEA for participating in the pilot?

School administrators at the LEAs who have opted to participate in the pilot are accountable for ensuring that all pilot requirements are met in a timely manner.

Will the OSSE be providing any support at schools?

The OSSE will not be visiting pilot LEAs to monitor/evaluate the implementation of the Model Evaluation System. However, we may opt to conduct informal walk-throughs with the purpose of providing feedback based on best practices and expertise, and to gather additional information to bolster pilot data.

Will resources and materials on the Model Educator Evaluation System Pilot be made available to participating LEAs?

Yes, all available materials pertaining to the Model Evaluation Pilot will be posted on the OSSE website by Friday July 31st, 2015.

In addition, during the course of the pilot, the OSSE will work with Pilot LEAs to develop additional resources (i.e. videos of model instruction, turnkey presentations, etc.) that can be used to improve and support implementation of the Model Educator Evaluation System.

Who is the contact at the OSSE for the Model Educator Evaluation System Pilot?

The main OSSE contacts for the pilot are:

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