Educator Evaluation: Bringing out the best in educators and students

When it comes to hiring school administrators, communities spend a great deal of time and effort putting the "right people on the bus." The same is true for hiring teachers and other educators. Once all the "right people" are hired, communities understandably expect strong results for students.

The student success educators are able to achieve, however, will depend on your system's ability to continually develop each individual's capacity and skills. This is especially true today, when the environment is rapidly changing and the demands are growing for educators and students. Plus, as in any profession with complex challenges and high-stakes outcomes, education is a field that calls for life-long learning, a strong "play-book" of practices, and the ability to use those practices strategically.

Why School ADvance?

The School ADvance Administrator Evaluation System is based on **Four Assumptions,** which are grounded in the work of researchers in the field of educator performance evaluation:

- The **ultimate goal** of educator evaluation is to achieve better results for students by fostering improved effectiveness of teachers and leaders.
- New accountability requirements have enormous **implications for administrators' expertise**—and for the way they do business and spend their time.
- High-stakes accountability must be **balanced** with ongoing feedback and support for continuous improvement.
- Evaluation should not be something we do *to* people; rather, it should **empower employees to take responsibility** for their own learning, growth, and performance.

How does School ADvance support educators?

The School ADvance Administrator Evaluation System is a great option for schools looking to grow great school and district leaders, for several reasons. School ADvance is:

Practical

- Easy-to-use tools and processes with clear step-by-step implementation guides
- Cost-effective pricing covers tools, training, and support for Michigan users
- Based on observable or documentable behaviors or "look-fors"
- Detailed descriptors make "look-fors" clear (*Rubrics require no translation; they describe the day-to-day work of leading a building/district*)
- Summary rubrics for manageable summative evaluations and ratings
- Phased-in implementation process and timeline
- Supported by the major online management tools (see list below)

Professional

- Recommended by the Michigan Council for Educator Effectiveness (MCEE)
- Aligned with research-supported evaluation principles and practices
- Based on state and national standards for administrator practice
- Framework encompasses the work administrators are actually doing
- Performance ratings are based on evidence – both observation and demonstration
- Ongoing support network and learning community
- Fully aligned for building and district leaders
- Compatible with most teacher evaluation models

Personal

- Adaptable for specific administrator goals and job responsibilities
- Allows for custom-weighting to advance school and/or district goals
- Developmental rubrics to demonstrate and promote personal growth
- Rubric descriptors that avoid subjective or value-laden assessments
- Training for all who evaluate others and are evaluated by others
- Direct access to Michigan-based authors and developers

What does School ADvance offer?

School ADvance evaluation tools assist administrators (and those who evaluate their performance) in answering three important questions regarding their own work:

Where am I right now in my learning and performance?

Where should I focus next to learn, grow, and improve?

How should I proceed to reach that next level of performance?

The School ADvance Evaluation System offers a comprehensive set of components that help drive improved administrative leadership for improved teaching and student results:

- **Full (detailed) performance rubrics** for self-assessment to help administrators understand their performance status, find growth edges, and plan their growth
- **Summary rubrics and rating guides** for summative evaluations that comply with State requirements
- **Results standards** for addressing student growth components
- **Guides, protocols, and processes** to facilitate implementation
- **Training & support** to implement the System and use it to promote learning and growth

School ADvance tools can be used in paper form, for districts looking for the most economical implementation. A more manageable approach, however, is to incorporate School ADvance into an on-line management system, which can facilitate and enrich the annual evaluation process for all educators.

The School ADvance tools are available in three of the four online management systems paired with Michigan's recommended teacher evaluation systems. This means that School ADvance tools and documents can be easily adopted—without changing the way districts track, manage, store and communicate evaluation data—in districts that are using three of the four teacher evaluation systems recommended by the Michigan Council for Educator Effectiveness (MCEE).

- [Five Star Pivot,](paired with 5 Dimensions of Teaching and Learning) Contact Shelley Werner at swerner@five-startech.com
- [STAGES](paired with The Thoughtful Classroom by Silver Strong & Associates) Contact Dawn Zimmer at dzimmer@zimco.net
- [Teachscape Reflect](paired with the Charlotte Danielson Framework for Teaching) Contact Jon Weiss at jon.weiss@teachscape.com
- [Netchemia](can be paired with various teacher evaluation models) Contact info@netchemia.com.

Why attend training?

School ADvance is built on a developmental model, meaning that it is as much a professional development tool as an accountability tool. That's why we encourage *all* administrators who will evaluate OR be evaluated using School ADvance to attend a training by one of our experienced trainers. The Basic Training for Administrators will provide you with what you need in order to experience the best results and avoid miss-steps that could undermine results.

And now is the perfect time to get your administrative teams up and running on a research-based, growth-oriented evaluation system.

- Administrator evaluation is the law…now! (MCL 380.1249).
- Participants will earn 12 SCECHs.
- It focuses conversations on what matters most—student and educator growth.
- Teachers are asking "What about the administrators?"

But what if Michigan's Legislators change the law?

- School ADvance has received enough recognition as a sound, standards-based administrator evaluation system that it is unlikely to be eliminated from approved Michigan tools (and, in fact, is gaining recognition outside of Michigan).
- School ADvance is grounded in the same body of research and standards that shape any reputable, growth-oriented framework for the work of school leaders.
- School ADvance training is a safe bet: It addresses the performance-enhancing practices and principles that support learning, growth, and adaptation. It also focuses on the important work school leaders do to achieve better student results. So, even if Michigan opens the door for other administrator evaluation options, with School ADvance, your administrators will be empowered and equipped to grow in knowledge, skill and practice.

Contact us at 517-327-5910 or info@goschooladvance.com.

Learn how School ADvance and GrowthPLUS can help *your* district meet evaluation mandates *and* reach key improvement targets.

http://goschooladvance.com