Update on Effective Teachers Core Initiative

HISD Board of Education Board Workshop | August 19, 2010

HISD Executive Sponsors:
Julie Baker, Chief Major Projects Officer
Ann Best, Chief Human Resources Officer
Agenda

Five-Year Plan Review

Update on Staff Review Process for SY 10-11

Proposed Design Process for New Appraisal System
Effective teachers core initiative: Major milestones for SY 2010-2011

Fall 2010 Milestones:
- Implementation of new Staff Review Process, including Individual Professional Development Plans for all teachers
- Design process for new teacher appraisal system
- Refinements to new teacher recruitment, selection, and hiring processes
- Analysis of data on current compensation system
- Development of new teacher leader roles for SY 2011-2012
- Fall Staff Review meetings

Spring 2011 Milestones:
- Board of Education approves new teacher appraisal system
- Board of Education approves policy changes related to internal transfers and displaced teachers
- Board of Education approves new teacher leader roles for SY 2011-2012
- Pilot of new appraisal system and training for teachers and principals
- Customization and implementation of new Talent Acquisition System
- Establishment of Professional Development Clearinghouse
- Spring Staff Review meetings
Effective teachers core initiative: Major milestones for SY 2011-2012 through 2014-2015

SY 2011-2012 Milestones:
• Full implementation of new teacher appraisal system
• Teachers in new teacher leader roles
• Development of new effectiveness-based compensation system and comprehensive teacher career pathways
• Board of Education approves new compensation system and career pathways
• Ongoing data analysis, reporting, and progress-monitoring
• Develop enhancements for the Alternative Certification Program (ACP)

SY 2012-2013 Milestones:
• Launch new ACP
• Full implementation of new compensation system and career pathways
• Ongoing data analysis, reporting, and progress-monitoring

SY 2013-2014 Milestones:
• Annual refinements to systems based on performance data
• Ongoing data analysis, reporting, and progress-monitoring

SY 2014-2015 Milestones:
• Ongoing data analysis, reporting, and progress-monitoring
• Comprehensive analysis of the impact of reforms on teacher effectiveness and student learning outcomes
• Final transition of responsibilities from TNTP to HISD staff
Agenda

Five-Year Plan Review

Update on Staff Review Process for SY 10-11

Proposed Design Process for New Appraisal System
The Staff Review Process was redesigned this year to meet key objectives.

Purpose

- A key step towards providing a more robust and meaningful appraisal and development system for teachers.
- To help identify and recognize HISD’s top performing teachers, provide targeted development opportunities to all of its teachers, and identify those teachers that need intensive support to improve.

Goals

- To identify the strengths and needs of teachers based on multiple points of data
- To identify targeted and individualized supports for teachers in order to continuously improve their instruction
- To provide more timely and meaningful feedback to teachers on their performance
The Staff Review Process includes four components to drive teachers’ development.

This year’s Staff Review Process is designed to provide teachers with better supports.

- Development Conversations
- The Individual Professional Development Plan
- Classroom Visits
- Performance Category Assignments
Agenda

Five-Year Plan Review

Update on Staff Review Process for SY 10-11

Proposed Design Process for New Appraisal System
Four topic-specific working groups will be formed to draft and refine content in particular areas.

**Working Group Overview**

**Teacher Competency Model:** Define the set of skills and behaviors expected of effective teachers in HISD, including teachers’ implementation of discipline management procedures.

**Measures of Student Learning:** Develop the approach for measuring the performance of teachers’ students in the new appraisal process.

**Appraisal Process and Use in Key Decisions:** Design the structure of the appraisal process, including timelines, key activities, and appraisal forms. This working group will also consider developing a framework for including appraisal data in key decisions such as awarding promotions and granting contracts.

**Teacher Support and Development:** Design a teacher support and development system that is aligned with the appraisal process and targeted to meet each teacher’s individual professional needs.
Each stakeholder group will have multiple opportunities to review and provide input on the system.

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<tr>
<th>Stakeholder Group</th>
<th>Engagement during design process</th>
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| HISD Board of Education                   | • Board members host forums for their constituents on the system and/or include a discussion of the new system in standing constituent meetings  
• Updates in board workshops               |
| DAC and SDMCs                              | • Develop new system via working groups and regular meetings                                      |
| Teachers                                   | • Participation in Teacher Advisory Committee  
• Teacher-specific forums to learn about the new system in person and provide input  
• Access to the new system via HISD’s web site and the ability to provide comments online  
• Focus groups  
• Online survey distributed to all teachers district-wide |
| Teachers and administrators associations   | • Regular updates  
• Associations host forums for their members on the new system                                     |
| Principals                                 | • Participation in Principal Advisory Committee  
• Principal-specific forums to learn about the new system in person and provide input  
• Access to the new system via HISD’s web site and the ability to provide comments online |
| Parents                                    | • Parent-specific forums to learn about the new system in person and provide input  
• Access to the new system via HISD’s web site and the ability to provide comments online |
| Students                                   | • Draft system presented at HISD student roundtables                                           |
| Business representatives and other community members | • Public forums to learn about the new system in person and provide input  
• Access to the new system via HISD’s web site and the ability to provide comments online |