

TLC District Interviews



GENERAL SUMMARY AND CONSIDERATIONS

RESULTS REPRESENT 13 OUT OF 17 DISTRICTS

Presented to TLC January 21, 2012

General Summary



- Most larger districts in Nevada are in some phase of retooling their evaluation systems and support the notion of local control. While they would like guidelines from the TLC, they do not want recommendations to impede their current momentum.
- Most smaller districts in Nevada are waiting for recommendations from the TLC to move forward in retooling their evaluation systems. They would like very specific guidelines from the State and statewide continuity.

Considerations



- Definition of 50%-50%
- Importance of local control over the evaluation systems due to vast differences in school districts
- Who will regulate the evaluation systems?
- Modify statute language through legislation in order to include student achievement data
- Current law requires evaluations to be issued by April 1st, which means that student achievement data is not available
- Within the 50% of student achievement data, consider multiple measures not just one

Considerations



- Tie evaluations to specific job considering job function
- Statewide job descriptions
- Identify quantifiable measures to determine success
- Give teachers some choice in their evaluations (e.g. 40% tests – 10% teacher choice)
- Common system for all districts not just guidelines is important because district does not want to take on post-probationary teachers from other districts that are labeled Satisfactory but really are not
- Demand artifacts
- Growth over preset bar
- Recognize top performing teachers

Considerations



- Create a summative step in the supervision progress - In addition, identify formative measures to help collect information so they are parallel
- Provide evidence that student test scores have a direct correlation to positive growth
- Evaluation system built for all teachers (strong & weak)
- Fair feedback
- Marzano's observations
- Timely results
- Formative assessments throughout the year
- How should districts use the data to determine PD and evaluations?