

KPBSD's Effective Instruction & Effective Leadership Models

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Today's Presentation Covers...

- The Kenai Model
 - Effective Instruction
 - Calibration
 - Effective Leadership
- Kenai's Next Steps
 - SLO Pilot
 - Peer Observation
- Questions

The Standard Model

The Eight Steps Include:

1. Training in the Evaluation System
2. Self-Reflection (Calibration) Conference
3. Classroom Walk-Throughs (numerous w/feedback)
4. Informal Observations (min. of two, 10 min+ w/feedback)
5. Pre - Observation Conference (w/guiding questions)
6. Formal Observation
7. Post -Observation Conference (w/guiding questions)
8. Evaluation Summary Conference (entirely separate from the post – obs. conference and compiles all evidence.)

Effective Instruction Instrument

Kenai Peninsula Borough School District Standard Evaluation Summary (Regular Education Teacher)

Educator Name: [Click here to enter text.](#)

Subjects(s): [Click here to enter text.](#) Grade Level(s): [Click here to enter text.](#)

Administrator Name: [Click here to enter text.](#)

Formal Observation Date(s) Informal Observation Date(s) (10 minutes per observation)

Pre-Observation: [Click here to enter a date.](#) Date Observed: [Click here to enter a date.](#)

Observation (30 minutes): [Click here to enter a date.](#) Date Observed: [Click here to enter a date.](#)

Post-Observation: [Click here to enter a date.](#)

KPBSD Effective Instruction Model -Dimension 1: Instruction				
Overall Proficiency Rating in Dimension 1	UNSAT	BASIC	PROF	EXEML
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 1: Planning & Preparation	UNSAT	BASIC	PROF	EXEML
<ul style="list-style-type: none"> Demonstrating knowledge of content and pedagogy, students, and resources Setting instructional outcomes Designing coherent instruction Designing student assessments 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence for Domain 1</i>				
Domain 2: The Classroom Environment	OVERALL PROFICIENT: DOMAIN 2 <input type="checkbox"/>			
<u>Components:</u>	UNSAT	BASIC	PROF	EXEML
Creating an environment of respect and rapport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishing a culture for learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing classroom procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managing student behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organizing physical space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Evidence for Domain 2</i>				
Domain 3: Instruction	OVERALL PROFICIENT: DOMAIN 3 <input type="checkbox"/>			
<u>Components:</u>	UNSAT	BASIC	PROF	EXEML
Communicating with Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Using questioning and discussion techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engaging students in learning (evaluated at the element level and equal to other domain 3 components)				
Activities and assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 2 Dimensions

1. 4 Domains from Danielson

- Domain, component, element ratings (15)

2. 4 Domains from Student Growth Measures (2-4)

- Domain 1: State Standardized Testing Data

- Domain 2: District Testing Data

- Domain 3: Portfolio Data

- Domain 4: Student Learning Objective Data

Effective Instruction Forms

<http://www.kpbsd.k12.ak.us/departments.aspx?id=19400>

KPBSD Webpage

< Departments

< Human Resources

< Certified Teacher Evaluation

Calibration of Observers

Adopted Teachscape's Focus tool

- Offered two credits for Focus training completion
- Created calibration teams
- Invested administrator meeting time in activities
- Invited teacher-leader participation
 - 60% of administrators have already passed
 - 15 teacher leaders participating

www.teachscape.com

Student Learning Objectives

- Dimension 2
 - Domain 1: State Assessment Data
 - Domain 2: District Assessment Data
 - Domain 3: Portfolio
 - Domain 4: Student Learning Objectives
- ‘Specialist’ committees
- Pilot in 2014-15
 - approximately 40 teachers from all content areas
- SLO form is a work-in-progress
- Next round of E.I. committee work:
 - ‘What is a year’s growth?’
 - SLO form

Peer Observation Process

- Non-evaluative
- Teachscape participants
- Calibration teams (3 admin/1 teacher or 1 admin/2 teachers)
- Protocol refined in 2014-15
- Allows content-specialists to work together to reflect on their craft

Effective Leadership

- Developed internally for administrator evaluations and professional development
- Research based
 - ISLLC standards
 - AK Standards
 - Danielson Group
 - Delaware Performance Appraisal System
 - Marzano
- 4 Domains
- 18 Components
- Phased-in approach

Next Steps in Effective Leadership

- 2 Domains (2013-14)
 - Leadership
 - Student Learning
- 4 Leadership Components
 - Culture
 - Instruction
 - Management
 - Stakeholder support and engagement
- 16 Elements
- Administrator rubric:
<http://www.kpbsd.k12.ak.us/WorkArea/DownloadAsset.aspx?id=27873>
- Administrator evaluation handbook:
<http://www.kpbsd.k12.ak.us/departments.aspx?id=192>

Challenges

- Time – Accountability
 - Mandated Observations (Committee)
 - Mandated Meetings (Committee)
- Culture Shift
 - Continuous Improvement
- Technology - Resources
 - Lack of Electronic Support
- State Mandates
 - Evolving Regulations & Interpretation



Questions?

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District Website: www.kpbsd.org

Teacher Evaluation Documents:

<http://www.kpbsd.k12.ak.us/departments.aspx?id=19400>

Administrator Evaluation Rubric:

<http://www.kpbsd.k12.ak.us/WorkArea/DownloadAsset.aspx?id=27873>

Administrator Evaluation Handbook:

<http://www.kpbsd.k12.ak.us/departments.aspx?id=192>

Teachscape Focus Tool:

www.teachscape.com