



# PARAMOUNT UNIFIED SCHOOL DISTRICT

GREAT THINGS ARE HAPPENING IN PARAMOUNT SCHOOLS



## Teacher Evaluation Pilot

October 29, 2018

Dr. Ruth Pérez, Superintendent

Dr. Myrna Morales, Assistant Superintendent Human Resources



# Committee's Goals

The Evaluation Committee met in 2017-18. Its goals were to:

- Participate as a partnership with administrators and teachers.
- Review and understand recent research on the purpose of teacher evaluation as both accountability and professional growth.
- Understand the California Standards for the Teaching Profession (CSTP) and Continuum of Practice.
- Draft an evaluation document that aligns with the CSTPs, Education Code requirements and current research to pilot with designated schools.





# PARAMOUNT UNIFIED SCHOOL DISTRICT

PREPARING STUDENTS FOR COLLEGE AND CAREERS

## Evaluation Committee Meeting Members

**Kim Goforth**

**Jill Gutierrez**

**Casey Kuykendall**

**Teresa Kugler**

**Kevin Longworth**

**Monika Manglimont**

**Michael Naruko**

**Patricia Real**

**Ryan Smith**

**Joyce Taylor**

Teacher

Teacher

Teacher

Teacher

Principal

Teacher

Principal

Teacher

Asst. Supt.

Teacher

Jackson School

Buena Vista School

Wirtz School

Zamboni School

Paramount Park School

Roosevelt School

Gaines School

Paramount Park School

District Office

Lincoln School

TAP representative

TAP representative

TAP representative

TAP representative

TAP representative

**Deborah Stark and Myrna Morales- Co-Facilitators**





## Development of the Team

The Evaluation Committee had a large task to undertake and the following techniques were used to maximize effectiveness:

- Establishing 8 norms by which the group would work
- Using Consensus Model
- Using small to large group discussion
- Charting of ideas
- Changing of work teams
- Having different leaders for team building activities





## Background on current document

The current document that the District uses:

- Has been in use since approximately 2004
- Has 3 different versions for classroom teacher
- Has 3 rating scales to reflect level of performance: **met, in progress, not met**
- Is based on the California Standards for the Teaching Profession (CSTPs)





## KEY Components of effective evaluation

The committee worked in small and whole group to identify components of an effective evaluation document. After reviewing the CSTPs and other districts' documents, the committee agreed that a new document should include the following components:

- Levels of performance
- Language that reflects clear expectations
- The California Standards for Teaching Professional (CSTPs)
- Evidence





## District Samples Reviewed

The committee took time to examine other districts' evaluation documents to highlight effective components. The district documents included:

- Downey Unified School District
- El Rancho Unified School District
- Long Beach Unified School District
- San Francisco Unified School District
- Temple City Unified School District





## What's New

### What's new:

The evaluation form includes 5 levels of performance and a description of each level.

Level of Performance	Description
▪ <b>Exceptional</b>	○ Exceeds expectations on CSTPs.
▪ <b>Effective</b>	○ Consistently and proficiently implements CSTPs.
▪ <b>Developing</b>	○ Making substantial progress toward CSTPs.
▪ <b>Needs Improvement</b>	○ Implementation of CSTPs is limited and/or inconsistent.
▪ <b>Unsatisfactory</b>	○ Quality of performance toward CSTPs is unacceptable.





### What's New

The evaluation cycle, which outlines how often a teacher is evaluated, remains the same.

**What's new:** One form to be used with all classroom teachers, which allows for frequent review of all 6 CSTP standards.

Employment Status	Years in District	Evaluation Cycle	Form
Probation or Temporary	1-2+	Every year	1-ALL CSTPs addressed
Permanent	3-10	At least every 2 yrs. starting with the 1 <sup>st</sup> year of permanency	1-ALL CSTPs addressed
Permanent	11+	At <b>least</b> every 4 yrs.	1-ALL CSTPs addressed

CSTPs= California Standards for Teaching Profession





# Pilot program

- New evaluation documents will be used as part of a Pilot program 2018-19 school year.
- Pilot School participants:
  - Wesley Gaines Elementary School
  - Paramount Park Middle School
  - Buena Vista High School





# Pilot program feedback

Feedback will be gathered throughout the pilot year, including:

- Interviews with principal participants.
- Surveys administered to all teacher participants. (2)

Feedback, including interviews and survey results, will be reviewed by the Teacher Evaluation Committee. Documents will be refined based on feedback.





# Next steps and timeline

Action	Timeline
▪ Use teacher evaluation at Pilot Schools.	2018-19 School Year
▪ Collect input and feedback from teachers and principals.	January and May 2019
▪ Teacher Evaluation Committee revises document based on feedback, data.	March and May 2019
▪ Meet with the Teacher's Associations to plan for full implementation.	June 2019
▪ Discuss changes in evaluation models with counselors and support teaching staff.	Summer 2019



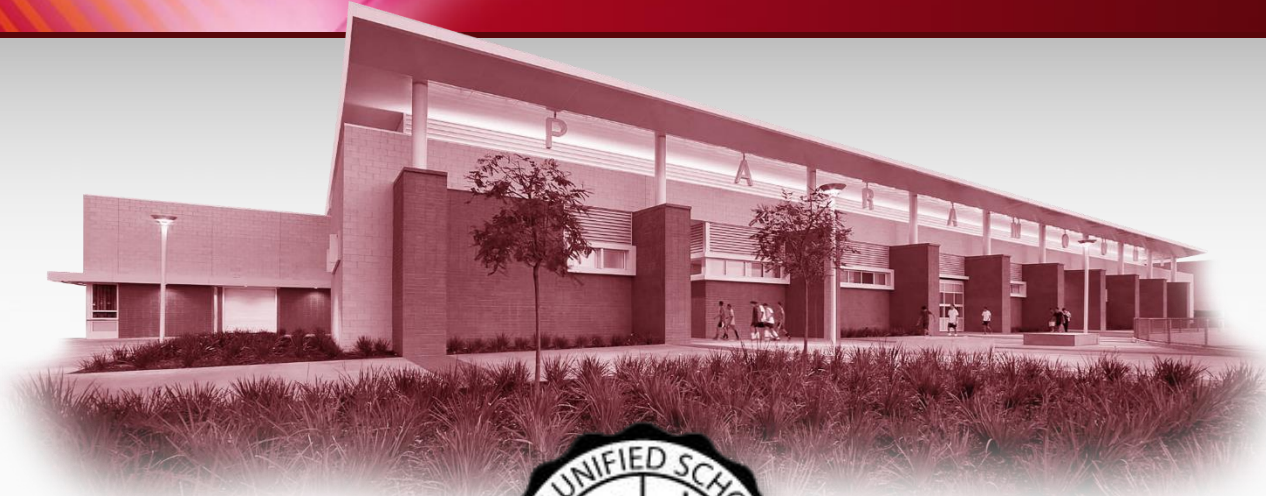


**PARAMOUNT UNIFIED SCHOOL DISTRICT**  
PREPARING STUDENTS FOR COLLEGE AND CAREERS

# Questions and clarifications



# PARAMOUNT UNIFIED SCHOOL DISTRICT



*The mission of the Paramount Unified School District is to ensure learning and success for each student by providing a quality education.*