

## **FREQUENTLY ASKED QUESTIONS NEW COLORADO EVALUATION MODEL PILOT IN LPS**

### **PARTICIPATION**

#### **What licensed staff is eligible to participate in this pilot year?**

Only non-probationary regular status teachers may participate and only those teachers who are directly responsible for delivering the required Colorado Model Content Standards and/or Colorado Academic Standards.

#### **Would ESL, GT, and SPED teachers be able to participate?**

Yes. They are directly responsible, in collaboration with the general education teacher, for the delivery of the Colorado Model Content Standards and/or Colorado Academic Standards.

#### **What about specialists such as speech language pathologists, occupational therapists, counselors, and other licensed staff who do not directly teach the Colorado Model Content Standards and/or Colorado Academic Standards?**

To date, the Colorado Model Evaluation System has not spoken to the professional practice quality standards for effectiveness for these specialized, licensed staff members. If something becomes available during the pilot year, we would consider a second wave of volunteers in specialized, licensed areas.

#### **Can teachers in their summative evaluation year participate?**

Yes. In fact, we are encouraging teachers in their summative year to consider stepping forward for this pilot. Teachers in their summative year would provide essential feedback prior to the full implementation of the new evaluation system and to the expectation that teachers be evaluated on an annual basis. The pilot evaluation system would replace the current LPS summative evaluation process.

#### **If I am a member of the Littleton Council for Educator Effectiveness or an Association Representative can I participate?**

Yes. We do not see any conflict of interest.

#### **How many teachers can participate?**

We are seeking two (2) teachers from each elementary school, four (4) teachers from each middle school and six (6) teachers from each high school.

#### **What about principals and assistant principals who are licensed staff members?**

All K-12 principals will be piloting the Colorado Principal Model Evaluation System in 2012-2013 and we are seeking at least one volunteer assistant principal from each secondary school to pilot this system along side their principal.

### **SELECTION**

#### **How will the teachers be chosen for the pilot?**

Teachers interested in participating in the pilot must submit the requested information no later than June 1, 2012 to be considered for the pilot. The Project Manager, Annette Fante will select the participants based upon the criteria established by the Littleton Council for Educator Effectiveness. This criterion requires a balanced, diverse and representative group of teachers.

#### **What do you mean by balanced, diverse and representative group of teachers?**

Every effort will be made to ensure that teachers from all grade levels and content areas are included. Every effort will be made to ensure that teachers represent the full range of teaching experience from year four of their career to year forty! Every effort will be made to ensure that teachers in the pilot will be able to work with others in their same grade level and/or content area when feedback is being sought.

**What if there are just too many volunteers and the Project Manager needs further input?**

In these situations, the school principal and the President of the Littleton Education Association will be consulted to make a final decision.

**PILOT EXPECTATIONS****What does the pilot expect of teachers?**

The evaluation process in the pilot year should look much like the current LPS evaluation process. New steps include a self-assessment based upon the Colorado Teacher Standards for Professional Practices, the development of mutually agreed upon goal(s) for improvement and the sharing of evidence through artifacts with your direct supervisor.

**Why is the pilot not addressing the 50% of the evaluation based upon the student growth standard?**

The Littleton Council for Educator Effectiveness (LCEE) has recommended that we not move forward on piloting this standard until the Colorado Department of Education has developed framework and validation process for student assessments that would meet the expectations of “valid” and “reliable.” When such a framework is brought forth by the Colorado Department of Education, LPS will seek the input of content specialists in addition to the group of teachers piloting the professional practices portion of the evaluation.

**What is meant by evidence through artifacts?**

Evidence must include at least one direct observation by your supervisor and artifacts such as student and parent surveys, lesson plans, commonly developed assessments, colleague feedback, and climate and classroom management results are just some of the potential pieces of evidence a teacher might include.

**Why hasn't the acceptable evidence for each standard been spelled out already?**

There are some measures identified in the Colorado Model Evaluation system but the LCEE and LEA believe it is critical that teachers in LPS validate these to ensure that the model works for LPS.

**What difference will my participation make?**

Participants will be brought together quarterly during the 2012-2013 school year (October, December, February and June) to share their experiences, to provide feedback to the LCEE and LEA regarding the evaluation process steps, the value and importance that should be placed on each of the professional practice quality standards/elements and to advise on the validity of identified evidence/artifacts. This input will result in customization of the new evaluation process prior to full implementation with all licensed staff in 2013-2014.

**TIME COMMITMENT****What does the time commitment entail?**

You must be able to participate in a two-day summer training workshop either on June 26 and 27 (Education Center, Board Room) or August 2 and 3 (Ames Facility, Library) and quarterly feedback sessions scheduled for October 26, 2012, December 6, 2012, February 20, 2013 and June 11 & 12, 2013. **These are mandatory for all volunteers.**

**SUPPORT & COMPENSATION****Is there any compensation or support for volunteers?**

Yes. Participants will receive curriculum pay (\$150.00 daily) for the summer workshops and substitute coverage for required feedback sessions with the Littleton Council for Educator Effectiveness and the LEA. Staff may choose recertification credit in lieu of compensation for any summer work.

## **NEXT STEPS**

### **How do I volunteer?**

Complete the Volunteer Pilot Form online with the requested information and submit it to Annette Fante, Project Manager no later than June 1, 2012.

### **When will I know if I have been included in the pilot?**

You will hear directly from Annette Fante, Project Manager no later than end of workday on Friday, June 8, 2012