

RSD Ed Effectiveness Committee Presentation

7/21/21



RSD Ed Effectiveness Committee 20-21 SY

The committee is made up of educators, paraeducators and one administrator from each of the three schools along with the Superintendent, District Curriculum Coordinator, Director of Special Education, and the Raymond Education Association President.

Elementary School - Jessica Jortberg, Nicole Hauswirth, Andrea Elliott, David Smith, Laura Yacek

Middle School- Katie Bronson, Coleen Bridle, Felicia Formisano, Abby Nieves, Bob Bickford

High School- Kim Moyer, Chrissy Pauli, Bill Hayes, Bob Lemoine, Steve Woodward

SAU- Mike Whaland, Mike Hatfield, Tina McCoy

Purpose of the Committee

- To ensure an evaluation process is in place, aligned across the district
- To review the current practices, based on feedback from staff
- Recommend changes, if applicable

2020-2021 School Year Committee Collaboration

- March 12th- Members received a feedback document to share with school staff (Positives, Areas for Improvement, Suggestions)
- March 26th- Committee met to share feedback from the school staff and set goals/next steps for the committee
- April 16th & June 21st - Reviewed the current Ed Effectiveness Plan (specifically definitions, walkthroughs & scheduled observations, timelines, tracks, and summatives)

Feedback From RSD Staff

RSD Staff Culture/Climate Survey 12/20

Feedback from RSD Staff for the Ed Effectiveness Committee

Feedback and Coaching: Detail

❖ How often do you receive feedback on your work?	❖ 26%
❖ How useful do you find the feedback you receive on your work?	❖ 54%

- “More consistency of walkthroughs for experienced educators”
- “More frequent walkthroughs”
- “Create more streamlined documents”
- “Scheduled observations should be optional for track 2 teachers”
- “Summatives should be more streamlined, equitable for all jobs, more support on the timeline”

Recommended Changes-

- Eliminated track I and track II and therefore eliminated the transitions between them.
- All RSD teachers will receive 5 walkthroughs throughout the school year.
- First year teachers to the district will receive a scheduled observation prior to December 1st.
- Educators new to the school district will receive a summative at the end of their first year, all other educators will receive a summative aligned with the year of their recertification (every 3 years).
- A template is provided to educators that aligns to evidence required for the summative.
- Removed the Student Learning Goal Documents (pgs. 10-22) and referenced the RSD Professional Development Plan in its place.

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Questions?