

### DESIGN TEAM DELIVERABLES

1. Minutes of meetings posted for other teachers
2. Milestones document to PFP team
3. Focus group(s) of internal and external stakeholders
4. Final recommendations document — *Feedback?*
5. Presentation to Executive Staff

### DESIGN TEAM DESCRIPTIONS

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#### Teacher Measures: Value-Added

*Jan-March, 2011*

- How can we improve the district's current value-added model?
- What rules should we use to establish the teacher of record for a particular student in a particular subject?
- How can we take into account co-teaching, flexible grouping, and other forms of student-teacher matching?
- Should we include team and school-level value-added? For whom?
- What are the potential problems with using value-added in teacher evaluation? How can we minimize them?
- What are the potential opportunities? How can we maximize them?

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#### Teacher Measures: Contributions to School and PLC

*Jan-March, 2011*

- Should teacher contributions to school and professional learning community be a part of teacher evaluation?
- How could we measure it?
- How can we test our ideas (e.g., a pilot)?
- What are the potential problems and opportunities and how could we respond?

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#### Teacher Measures: Student Survey

*Mar-May, 2011*

- Do student perceptions of their teachers have a place in our teacher evaluation system?
- Which perceptions might matter most/least?
- What are the potential problems and opportunities?
- What are we learning from the Measuring Effective Teaching study?
- What might a student survey system look like in CMS?

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#### Teacher Measures: Classroom Observations

*Mar-May, 2011*

- What are the potential problems and opportunities of using the new evaluation system as part of our comprehensive teacher evaluation?
- How can we increase the inter-rater reliability?
- How might we use video technology to augment classroom observations?

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#### Teacher Measures: Student Work Samples

*Mar-May, 2011*

- What are the potential problems and opportunities of using student work samples in teacher evaluation?
- How might we assess student work? Who would do it?
- How can we create a feasible system of evaluating student work?

Teacher Measures: Other Ideas

Jan-Apr, 2011

- What other measures of teacher effectiveness should we include?
- What are other districts including?
- What might we innovate?
- What are the potential problems and opportunities?

Teacher Measures: Hard-to-Staff Schools and Subjects

Jan-Mar, 2011

- How can we determine the hard-to-staff schools? Subjects?
- What role should teaching in hard-to-staff schools or subjects play in teacher evaluation?
- What are the potential problems and opportunities?

Teacher Communication: Portals

Sept-Dec, 2011

- How should we gather all the information from the measures and provide them to teachers?
- What would an online portal for teachers look like? What would it include?
- How could we create one that is most useful for teachers?
- What are the potential problems and opportunities?

Teacher Compensation: Weighting the Measures

Sept-Nov, 2011

- Given the strengths and weaknesses of the measures, how should they be weighted relative to each other (i.e., should Measure A count 30%, Measure B 15%, ..., etc. in the teacher's overall evaluation?)
- What are the potential problems and opportunities in different scenarios?

Teacher Compensation: Linking Evaluation to Compensation

Oct, 2011-Apr, 2012

- This group will likely be split into different components as it approaches its work.
- How much of teacher compensation should be linked to our teacher evaluation?
- How do we prevent wild fluctuations in salary and, at the same time, link compensation to evaluation?
- Should teachers have opportunity to opt into new system? If so, who?
- What should happen for people who have already received their advanced degrees or board certifications?
- What should be the minimum salary a teacher can earn?
- What should be the difference in compensation levels of our least and most effective teachers?
- Which options are financially sustainable? Which options are not?

Teacher Professional Development

Jan-May, 2012

- Once we have identified our measures of teacher effectiveness, how can teachers point each other to professional development that will lead to growth?
- Are there ways that we could channel the collective wisdom of teachers to be a resource for each other across schools?
- What are the potential problems and opportunities?