Educator Effectiveness SYSTEM

IMPROVE SUPPORT · IMPROVE PRACTICE · IMPROVE OUTCOMES

Teacher's Guide to

Learning-Centered Evaluation Systems

Did you know? DPI purposefully designed Educator Effectiveness as a learning system to help educators grow professionally and improve outcomes for all learners. There are five principles that help guide the use of Educator Effectiveness as a learning system. These principles are:

1

Building a trusting culture and climate is foundational to a learning-centered system. Just as it is critical for evaluators to build trust in a learning system, it is also important for teachers.

- Prioritize building and nurturing a trusting classroom environment.
- Build trusting relationships with learners and their families.
- Commit to and model trust-building behaviors with colleagues to include listening, transparency, and collective responsibility for continued professional growth to accelerate student learning outcomes.
- Consider how identity, beliefs, and biases can affect building trust with others.
- Openly give and receive feedback with others.

2

Use the common framework within the EE System to guide the work.

- The Framework for Teaching is an adult learning framework or professional practice profile that provides a clear vision of, and common model for, effective classroompractice.
- The Framework provides a strategic plan for improvement—allowing teachers to assess their current practice and create a plan for how to improve.
- The Framework helps align all professional practice conversations across programs (mentoring, coaching, peer collaboration, and professional learning).
- When applied consistently, the Framework has a positive impact on teacher practice and student learning outcomes.

3

Develop goals that are relevant to your practice.

- This is *your* professional learning system. Develop goals that address gaps and will improve your practice to remove learning barriers in and across learner groups.
- To help with strategic alignment, identify the ways in which your goals support school and district improvement initiatives.
- Your plan to meet your goals can be incorporated into daily practice and collaborative processes.

4

The Educator Effectiveness process supports continuous improvement.

- Your goals are not static—use them to reflect, adjust, and strive for deeper impact.

- Feedback from peers and your evaluator can help you assess goal progress and adjust as needed to improve practice.

- Feedback, reflection, and follow-up can help you identify and plan any needed additional professional learning.

5

Prepare to leverage your Educator Effectiveness processes and results as part of school and district improvement efforts.

- Educator Effectiveness data and processes can highlight what is working and identify instructional practices that need adjusting within and across classrooms and grade levels.

- EE System goals and processes support strategic organizational efforts when used to introduce, monitor, and adjust the implementation of other instructional improvement initiatives.

- Participating in the WI Educator Development Support and Retention Survey can help your school develop and monitor plans to improve your learning-centered Educator Effectiveness System, as well as other important organizational conditions.

For supporting research and resources scan the QR code above or click here.