BrIDGES
Principal & BTU Steward Meeting
10/3/19
Collaboration

Evaluation Sub-Committee
Negotiations
Daily Contact
Read BCPS Email Alerts

Dear SBBC Employees,
Welcome to the 2019-20 School Year!
This email contains information about your 2019-20 evaluation system.

Thank you for all you do!
Employee Evaluations Department

Orientation
8/7/19

Orientation Links:

Attention: ALL Instructional Personnel

For 2019-20, BridGES Deliberate Practice is worth 15% of the overall evaluation score and is based on submitting the Self-Assessment by the deadline.

For specific details for the Deliberate Practice (DP), please review the Brainshark presentation for your evaluation system.

BridGES Classroom Legacy Model
(All Classroom Teachers at Elementary, High, Center and Combination Sites)

DP Presentation: https://www.brainshark.com/browardschools/BridGES19-20DP
Complete Self-Assessment 9/23/19-10/31/19, by 11:59 pm

Deliberate Practice
9/16/19

Final Evaluations
Roster Verification
Know the Evaluation Components

- Instructional Practice: 50%
- Student Performance: 35%
- Deliberate Practice: 15%
- Evaluation Components
Instructional Practice

- Instructional Practice
- Student Performance
- Deliberate Practice
Know the Protocols and Scales

Identifying Critical Content

Focus Statement: The teacher continuously identifies accurate critical content during a lesson or part of a lesson that portrays a clear progression of information that leads to deeper understanding of the content.
Desired Effect: Students know what content is important and what is not important.

Evidences:

Example Teacher Evidences:
- Teacher highlights critical content that portrays a clear progression of information related to standards or goals
- Teacher identifies differences between the critical and non-critical content
- Teacher continuously calls students’ attention to accurate content
- Teacher integrates cross-curricular connections to critical content

Example Student Evidence:
- Students can describe the level of importance of the critical content addressed in class

Scale for Identifying Critical Content

<table>
<thead>
<tr>
<th>Scale for Identifying Critical Content</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Not Using</strong></td>
</tr>
<tr>
<td>Strategy was called for but not exhibited.</td>
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</table>

Resources:
- Scale
- Reflection Questions
- Video
Understand the Levels of the Scales

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<tr>
<td>Applying</td>
</tr>
<tr>
<td>Innovating</td>
</tr>
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</table>

Desired Effect: Students know what content is important and what is not important.
Know the Observation Requirements

Observation Requirements:
(all Datamarks within the system by May 8, 2020)

- **CLASSROOM LEGACY**
  - At least 30 Datamarks (20 Domain1, 10 Domains 2,3,4)
  - 3 Observations; 1 Formal, 1 Informal, 1 Walk-through

- **CLASSROOM FTEM**
  - At least 15 Datamarks
  - 1 Formal

- **NON-CLASSROOM**
  - At least 15 Datamarks
  - 2 Meetings, 2 Formals, or 1 Meeting/1 Formal

Probationary Teachers must be evaluated two times within the first year and therefore must have two Formal Observations.
Pre-Conference:

1.

Post Observation Conference:

1. Follow-up conferences will be granted, at an employee or administrator’s request.

2. Datemarks may be discussed and/or altered as the result of a post-conference.

3. If/when an assessor gives a “Not Using,” the administrator shall provide feedback to the educator through brief comments and/or summary remarks that are verbal or written and promote growth. If/when an assessor gives a “Beginning” datemark, the administrator may provide feedback to the educator through brief comments and/or summary remarks that are verbal or written and promote growth.
Discuss a Datamark through the Protocol/Scale

Speak to the Protocol/Scale

Administrators make changes through iObservation Requests

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<th>Innovating</th>
</tr>
</thead>
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<tr>
<td>Strategy was called for but not exhibited.</td>
<td>Uses strategy incorrectly or with parts missing.</td>
<td>Signals to students critical versus non-critical content and portrays a clear progression of information, but the majority of students (0% to 50%) are either not monitored for or not displaying the desired effect of the strategy.</td>
<td>Signals to students critical versus non-critical content and portrays a clear progression of information and monitors for evidence of the extent to which the majority of students (51% to 99%) are attending to critical versus non-critical content.</td>
<td>Adapts and creates new strategies for unique student needs and situations in order for the desired effect to be evident in all students (100%).</td>
</tr>
</tbody>
</table>

Learner Name: ______________________ P#: _______
Deliberate Practice

- Instructional Practice
- Student Performance
- Deliberate Practice
## Deliberate Practice and Growth Plan

<table>
<thead>
<tr>
<th>ACTION</th>
<th>All Elementary, High, Center and 6-8 Middle Schools (Millennium and Parkway)</th>
<th>PreK/K – 8 Sites Only</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deliberate Practice details will be shared with teachers:</td>
<td>Week of September 16, 2019</td>
<td>Week of October 28, 2019</td>
</tr>
<tr>
<td>Teachers complete their Self-Assessment:</td>
<td><strong>September 23 – October 31, 2019 @ 11:59pm</strong></td>
<td><strong>November 4 – December 12, 2019 @ 11:59 pm</strong></td>
</tr>
<tr>
<td>Teachers complete their growth plan:</td>
<td>November 4 - 29, 2019</td>
<td>December 16 - January 24, 2020</td>
</tr>
</tbody>
</table>
Deliberate Practice and Growth Plan

<table>
<thead>
<tr>
<th>Target Elements:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Element</strong></td>
</tr>
<tr>
<td>----------------</td>
</tr>
<tr>
<td><strong>Domain 1: Classroom Strategies and Behaviors (v3) 2014</strong></td>
</tr>
<tr>
<td>Helping Students Record and Represent Knowledge</td>
</tr>
<tr>
<td>Reviewing Content</td>
</tr>
<tr>
<td><strong>Growth Plan Score: 2.5 - Effective</strong></td>
</tr>
</tbody>
</table>

This is NOT what counts for the 15%
<table>
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<th>PreK/K – 8 Sites Only</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Effective (4.0)</td>
<td>Highly Effective (4.0)</td>
</tr>
<tr>
<td>The educator completed and submitted the Self-Assessment by 11:59 pm on October 31, 2019.</td>
<td>The educator completed and submitted the Self-Assessment by 11:59 pm on December 12, 2019.</td>
</tr>
<tr>
<td>Effective (3.0)</td>
<td>Effective (3.0)</td>
</tr>
<tr>
<td>The educator started the Self-Assessment on time and submitted after October 31, 2019.</td>
<td>The educator started the Self-Assessment on time and submitted after December 12, 2019.</td>
</tr>
<tr>
<td>Needs Improvement (2.0)</td>
<td>Needs Improvement (2.0)</td>
</tr>
<tr>
<td>The educator starts the Self-Assessment after the due date and submitted it by 11:59 pm on April 24, 2020.</td>
<td>The educator started the Self-Assessment after the due date and submitted it by April 24, 2020.</td>
</tr>
<tr>
<td>Unsatisfactory (1.0)</td>
<td>Unsatisfactory (1.0)</td>
</tr>
<tr>
<td>The educator does not start or submit the Self-Assessment by April 24, 2020.</td>
<td>The educator does not start or submit the Self-Assessment by April 24, 2020.</td>
</tr>
</tbody>
</table>
Student Performance

- Instructional Practice
- Student Performance
- Deliberate Practice
Student Performance

• Under Florida Statute 1012.34, Student Performance “must include growth or achievement data of the teacher's students.”

• Student Performance shall include growth or achievement data of the teacher’s students over the course of at least 3 years. If less than 3 years of data are available, the years for which data are available must be used.

• The models we use to calculate Student Performance attempt to level the playing field as much as possible amongst students with different demographics and prior years’ test scores.
Free & Reduced Lunch Map – Elementary

- **High % FRL**
- **Low % FRL**
Grades Map – Elementary

- **A & B Letter Grade**
- **C, D, & F Letter Grade**
VAM Percentile Map – Elementary

Above 55th Percentile

Below 55th Percentile
Student Performance Database

- Filemaker Pro database houses Student Performance data by teacher
- Teachers have access to Student Performance files
BrIDGES Final Evaluation Score

- Instructional Practice Score (50%)
- Deliberate Practice (15%)
- Student Performance Score (35%)
Evaluations

www.effectiveeducators.com
Additional Questions

EMPLOYEE EVALUATIONS

BROWARD TEACHERS UNION