



# Keeping the Focus on Instruction

Center on  
**GREAT TEACHERS & LEADERS**

at American Institutes for Research ■



*“One of the mindsets we have to shift is that we have to think less of evaluation and more of professional development. That’s what this process is really about. It’s about developing teachers along the continuum.”*

Dan Snowberger, Superintendent Durango, Colorado

# Keeping the Focus on Instruction

- How do we ensure that the goal of improving teaching and learning continues to drive these systems?
- How do we intentionally keep effective instructional practices at the forefront?
- What approaches and strategies can we implement to reinforce the connections between the various “pieces” of these efforts and the ultimate goal of a comprehensive talent management system?

# Improving Instruction Through Evaluation— Student Learning Objectives (SLOs)

- Teacher teams setting growth targets in common SLOs
- Content teams building common assessments for use in SLOs
- Formative feedback on growth targets in the midcourse SLO review
- Summative review of SLO results and discussion of next steps
- Integrating the SLO process into PLCs, smart goals, RTI, data team meetings, induction, professional development

# Improving Instruction Through Evaluation (Observations, Surveys, VAM/SGM Scores)

- Mentor and teacher review of observation rubric/framework
- Targeted feedback to teachers through focused observations and post-observation conferences
- Content or grade-level team discussions of results
- Principal review of building results to inform coaching and professional development offerings
- Districts/schools providing targeted professional development to teachers based on evaluation results
- Examine team results on all measures

# Pilot Perspectives

- **Colorado Department of Education—Pilot Perspectives: Benefits of New Evaluations (January 2013 Panel Discussion)**
  - <http://www.cde.state.co.us/EducatorEffectiveness/SMES-Pilot.asp>



# Quotes

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- Read your quote and consider how your state will keep the focus on instruction.
  - How will your team ensure that the goal of improving teaching and learning continues to drive these systems?
  - How will your team intentionally keep effective instructional practices at the forefront?
  - What approaches and strategies will your team implement to reinforce connections between the various “pieces” of these efforts and the ultimate goal of a comprehensive talent management system?
- Use the worksheet to compile your thoughts.

