Integrating Evaluation and Curriculum, GLTS
Welcome

Presenters:

• Lauren Jones - Lead Teacher - Carpentry/Architectural Drafting, ILT member

• Paul Mears - Coordinator - Math/Science, ILT member

Question and Comments Welcome any time
Professional Practice Innovation Grant

- **DESE**
  - Recognized connection between great curriculum and State Model for Evaluation needed strengthening

- **GLTS**
  - Recipient among six schools being supported to make connections
  - Recognized for innovative practices in:
    - Implementing a collaborative (PLC) approach.
    - Integrating curriculum and evaluation
Our Management Structure for implementing a collaborative (PLC) approach to integrate curriculum and evaluation
Instructional Leadership Team (ILT)

Implementing a collaborative (PLC) approach
The ILT

- A monthly collaborative effort between colleagues to ensure student achievement is increased throughout the school

- Comprised largely of non-management employees

- Charge:
  - Implement selected School Improvement Plan (SIP) initiatives
  - Build the capacity of the current Professional Learning Communities (PLCs)
  - Communication and PD
2013/14: ILT Charter

SIP / PPI Grant

• Development of Curriculum Structure and Curriculum Software Management System.
  • School-wide pacing guides and sample unit plans

• Make recommendations regarding assessments and grading practices which better support competency/standards - based education
“Curriculum at Greater Lawrence Technical School begins with the end in mind and is designed to reach all learners through rigorous, inquiry based, student centered instruction.”
ILT Products - Establishing Common Understandings through Professional Learning Communities

Summer of 2013

- Developed Common Language
- Hyperlink Resource Examples
ILT Products - Establishing **Curriculum Structure** through Professional Learning Communities

**Daily “Student” Agenda**

- Developed common daily student agenda.
- Embedded on staff intranet.
- Live Links to ensure common understandings.

*For Google Doc template of this form click here*

<table>
<thead>
<tr>
<th>Today is: (Date)</th>
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<table>
<thead>
<tr>
<th>What should I know and be able to do by the end of class?</th>
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<tbody>
<tr>
<td>Objective:</td>
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<table>
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<tr>
<th>How am I learning it?</th>
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<tbody>
<tr>
<td>Activator:</td>
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<table>
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<tr>
<th>Activity:</th>
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<th>Closure / Ticket out</th>
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<table>
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<th>Homework:</th>
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<table>
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<th>I will know I've got it when:</th>
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<td>Formative / Summative Assessment:</td>
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ILT Products - Establishing Professional Development and Curriculum Structure Support

Elements of a Mastery Objective

- Students Will Be Able To:
  - Measurable Performance Verb
  - Subject Matter
  - Assessment *

* Students will be able to compare and contrast two characters in the novel of Mice and Men in terms of physical appearance, personality, attributes and actions, in an essay.

* when applicable

Designed PD that focused on:

- Mastery Objectives
- Aligned lessons
ILT Products - Establishing continuous communication and effective feedback

Peer Observation Results

102 responses

Summary

Look for...THE MASTERY OBJECTIVE

Audience

<table>
<thead>
<tr>
<th>Yes</th>
<th>95</th>
<th>93%</th>
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<tbody>
<tr>
<td>No</td>
<td>7</td>
<td>7%</td>
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Measurable Performance Verb

Interpret, identify and describe, conclude, require, to strike, to make, to read, test, install, clarify, analyze, install and explain, research and create, identify, recognize, create, differentiate between, what is, discuss accurately, interpret, symbols, & dimensions, demonstrate, analyze, completing, comprehension, questions, putting the speech in your own words, explain, analyze, demonstrate the pros and cons, identify and describe, explain, construct, inspect, identify, special triangles, recognize, demonstrate, create, define, perform, explain, identify, write in your own words, successfully demonstrate, explain, identify, construct, read & extract, there were 2 "show an understanding," and "demonstrate how to cipher," comprehend, produce, identify and differentiate, solve equations, illustrate, demonstrate, perform and apply, will obtain, differentiate between, analyze and describe, build, none, create, understand and score work, utilize sequence, solve demonstrate, learn how to create, explain, judge, justify, identify and explain, generate, comprehend, understanding, predict, discuss, understand not measurable, complete creating and cutting able, list, check, yes, apply, recognize, explain, determine, manipulate.

Subject/Content

Book TWM, needle nose piers and soldering process, photo shop, british taxes, math, themes of love, rejection, and acceptance, retouching 2° regrowth, damage vehicles, intro to web design and development, article on scientist studying DNA, a 4 part section and apply cholesterol, "Cash" vocabulary, geometry, teacher's jobs and program of studies, marketing/sales, math 1, triangles, triangle impressions, systems, and whitening materials, hair color application, engine components, physical and chemical changes and substances, & types of mixture, what does an organism need to survive, read 100, british taxes and policies, 0, government, safety requirements, Eppig allergy reaction, themes of life, color, hair app, measures of interior angles of a triangle, three strand braid, there were 2 "OS Basics," and "Letters for Bytes," automotive test, vocabulary, practice, an extended school day, automotive systems, math fractions, triangles, boston massacre, a business card sample, fractions, how the machine works, fits together and how to restore it.
ILT - Next Product

Recommend curriculum management software system

VS

Atlas Curriculum Mapping

VS

Aspen
Collaborative Work Support Structure

• Weekly Common Planning Time (CPT) meetings: Academic v. Vocational

• Embedded Professional Development - ILT driven, team delivered, no incremental cost

• Monthly Early Release - curriculum focused

• Monthly school-wide Faculty Meetings
Evaluation Oversight Committee (EOC)

Design team for the new evaluation system
The EOC Structure

• Composition: 8 administrative seats, 9 faculty and support staff seats, 1 seat for Massachusetts Federation of Teachers Representative.

• Early Adopter School - second year of full implementation, meets monthly
Narrowed Focus of Feedback, Simplified Forms, Paperless System

- Rubrics - Indicators v. Standards
- Measures - five:
  - Daily planning (agenda)
  - Quality of Work and Effort (student-led, differentiated.)
  - Feedback on self-assessment weakness and strength
  - Family communication
  - Goals: individual and collaborative
- TeachPoint
Education Administration Team (Ed Admin)

Integrating curriculum and evaluation
The Ed Admin Team Structure and Charter

- Responsible for full implementation of evaluation and curriculum system

- Comprised entirely of evaluators - 12 for staff of 240

- Meets weekly to fine tune system and increase evaluation skills (calibration)
Ed Admin Product - Evaluation Schedule

- Last year: 6 observations for everyone
- Current year:
  - 5 observations for new teachers and others on a one year plan
  - 4 observations for teachers on a two year plan
Connecting Evaluation System to Teaching and Learning

- The new DESE evaluation system is built on more frequent observation resulting in timely and specific feedback.

- Answer the following questions (turn and talk):
  - How many observations are you doing?
  - What are the essential steps in your observation procedure?
  - How much time is required to complete an observation?
Observation Time Study - GLTS

- Short Observation: 30 minutes minimum
- Notes Completion: 15-20 minutes
- Follow-up meeting: 30-45 minutes - reading literal notes, gathering curriculum, sharing ideas for improvement
- Write up: 60-90 minute - Examination of curriculum documents, review of full notes, crafting of C.E.I.J statements, recommendations

Total time to connect evaluation and curriculum - 2.5 - 4.0
The Benefits and risks of increasing feedback

- Time is required to plan improvement
- Be timely and specific
- An opportunity to either build or erode trust
Thank you Everyone!