

OPPORTUNITY

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Educator Effectiveness Within Continuous Improvement:

The Integration of Supporting Educator Effectiveness through
Development (S.E.E.D.) and District Growth

Dr. Kim Snyder - Director of Statewide Teacher and Principal Support
Dr. Micki Charf - Accreditation Specialist

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Mission:

“To lead and support the preparation of all Nebraskans for learning, earning, and living.”

Vision:

“Partnering for the best education for all.....
for life”

Session Overview

Through the intersection of Educator Effectiveness and Continuous Improvement, the NDE is **committed to supporting individual school systems in Nebraska** to build upon continuous improvement processes.

Learn how the S.E.E.D. and Accreditation teams are working together to **strengthen the connections between accreditation and approval AND educator effectiveness** to allow for a more personalized, purposeful, and efficient continuous improvement experience.

Fostering Effectiveness

It is impossible to be an advocate for students without being an advocate for teachers. Take care of the ones who take care of the kids. (@DrBradJohnson)

Continuous improvement is better than delayed perfection. (Mark Twain)

If you notice a successful principal, you should assume there is a faculty and staff that is crushing it. (@SteeleThoughts)



Continuous Improvement-Indicator a.

In **collaboration** with the educational community, develops, **implements, monitors, and revises** a school improvement plan that is aligned with **district, state, and federal guidelines and goals.**

**Nebraska Teacher and Principal Performance Standards*



Continuous Improvement-Indicator b.

Adopts a **systems perspective** and promotes coherence among improvement efforts in **all aspects of school organization**, programs, and services to align with the **school's vision, mission, and goals.**

**Nebraska Teacher and Principal Performance Standards*



Continuous Improvement-Indicator d.

Manages a process of change within the school, communicating the need and process for change so that it is fully understandable, consistent, and transparent, utilizing the **collective efforts of all members of the educational community.**

**Nebraska Teacher and Principal Performance Standards*





3-Rule Structure

APPROVAL	ACCREDITATION	ACCOUNTABILITY
<ul style="list-style-type: none">● Minimum Requirements for all NE Schools to operate.● Regulations and Statutory obligations.● Inputs to operate.● Mechanism for self-monitoring and reporting decision making.	<ul style="list-style-type: none">● Continuous Improvement● Connective actions between decision making and measured output.● Research based best practices associated with leadership, instruction, learning and serving.● “Glows and grows”	<ul style="list-style-type: none">● Outcome Measures● Differentiated for agency involved support.● Focused on “What are our students telling us?”● Move away from “blame and shame.”

“Rules do not exist in isolation.”

NE Revised Statute 79-101 Terms Defined

79-101 (10) Administrator;any certified employee **such as superintendent, assistant superintendent, principal, assistant principal,** school nurse, or other supervisory or administrative personnel **who do not have as a primary duty the instruction of pupils** in the public schools;

79-101 (12) Teach; ...includes, but is not limited to,.... (a) The **organization and management** of the classroom or the physical area in which the learning experiences of pupils take place; (b) the **assessment and diagnosis** of the individual educational needs of the pupils; (c) the planning, selecting, organizing, prescribing, and **directing of the learning experiences** of pupils; (d) the planning of teaching strategies and the selection of available materials and equipment to be used; and (e) the evaluation and **reporting of student progress.**

CURRENT Approval Rule:

007.06 - Certificated Staff Evaluation

- Written communication to all employees
- Approval of **policy** by NDE
- Description of duration and frequency of observations
- Specific evaluation criteria
- Written response opportunity
- Description of evaluator training



Certificated Staff Policy and Procedures

APPROVAL

- School systems submit Board Policies that meet compliance with regulations contained in Rule.
- NDE reviews Board Policy and determines compliance with Rule Regulations.
- Submit Policies before final reading w/ BOE for pre-approval.
- Final approval will reference date of BOE adoption.

ACCREDITATION

- Research based best practices associated with leadership, instruction, learning and serving.
- Instruments, tools, rubrics, etc. that support Educator Effectiveness are part of the Continuous Improvement process.

ACCOUNTABILITY

- Focused on “What are our students telling us?”
- Is classroom instruction having an impact on student learning outcome?

“Rules do not exist in isolation.”

005.01A Educator Effectiveness/Certificated Staff Support, Development and Evaluations. A school system shall have a written board policy for the support, development, and evaluation of certificated-employees that is aligned to the Nebraska Teacher and Principal Performance Standards (NTPPS), or an instructional model that is equal to or more rigorous than the NTPPS.

Creating a Culture of Ownership through Support and Development

005.01A4 Support and Development Policy. A school system shall implement the support and development policy by written procedures that include but are not limited to the following:

005.01A4a Support Needs Determination. The method to be used to determine support and professional learning needs of certificated-employees.

005.01A4b Implementation Plan. An implementation plan so certificated-employees have access to support.

005.01A4c Conducting Staff Development. A school system shall annually conduct or arrange staff development sessions.

005.01A4d Staff Development. A certificated-employee shall participate in at least ten hours of staff development activities each year.

History of Continuous Improvement

Rule 10 Regulations

1989 - No specific regulations

1990 - Related regulations

- Learning climate and comprehensive evaluation every 7 years

1996 -Section 007 CIP appears (7 year cycle)

- Student Assistance regulation

2004 - CIP Section 009 appears with expanded regulations (5 year cycle)

2012 - Addition of Quality Indicators and updated CIP language

2015 - Addition of AQuESST Tenets (Current Rule)

- Regional Accreditation option added
- Priority school plan language added

What is S.E.E.D.?



What is the role of S.E.E.D.?

- Connect all layers of the education community
- Position schools to focus on their unique strengths and needs
- Model integration of initiatives
- Help school leaders maximize their impact and influence within their educational communities
- Set schools up for success

What We Know:

Continuous Improvement/SEED

- Aligned to NDE Revisions
- Comprehensive Needs Assessment
- NDE-provided PD for consistency



What We Envision:

Continuous Improvement/SEED

- Alignment Timeline
- Personalized System
- Streamlined Resources
- Living Action-Plans (Continuous!)
- Data Driven
- Teacher and Principal Voice Driven



“What people need is a
good listening to.”

Marylou Casey



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Thank You!

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