

# **Shelton Public School System Leader and Educator Evaluation & Support Plans**



**2024-2025**

<b>Date</b>	<b>Logo</b>
May 2024	

<b>District Board of Education Members</b>	<b>District PDEC Members</b>
<p>Board of Education Chair: Amy Romano  Board of Education Vice Chair: James Oraziatti  Board of Education Secretary: Jim Feehan  Kate Kutash  Lorraine Rossner  Jason Neves  Patricia Moonan  Joan Littlefield  Anthony Smeraglino</p>	<p>Ken Saranich – Superintendent  Kristen Santilli – Director of Curriculum, Instruction, &amp; Data Pre K-12  Alfred Bruno – Director of Human Resource  Tracy Hussey – Director of Pupil Personnel Services  Tina Xavier – Supervisor of Teaching &amp; Learning 7-12  Kathy Riddle – Principal, Shelton High School  Andrea D’Aiuto – Principal, Long Hill School  Victoria Sargeant – Assistant Principal, Shelton Intermediate School  Karen Crosby - Assistant Principal, Perry Hill School  Bree Murphy – Classroom Teacher, Elizabeth Shelton Elementary School  Brad Piccirillo – PE Teacher, Shelton High School  Christine Butler – EL Teacher, Elizabeth Shelton Elementary School  Erik Martire – Guidance Counselor, Shelton High School  Erica McNeil – Science Teacher, Shelton Intermediate School  Eileen Roben – Math Teacher, Shelton Intermediate School  Heidi Ferrigno – Instructional Interventionist, Sunnyside Elementary School  Joann Allen – Classroom Teacher, Long Hill School  Jennifer Gambardella – Special Education Teacher, Perry Hill School  Jordanna Pinto – Social Studies Teacher, Shelton Intermediate School  Kristen Festa – Reading Consultant, Mohegan Elementary School  Pamela Garrett – CTE Teacher, Shelton High School  Ronald Gydus – Media Specialist, Shelton High School  Sharon Douglass – Math Specialist, Booth Hill School  Sarah Arcieri – Social Worker, Long Hill School  Theresa Manus-Piccolo – Art Teacher, Shelton High School  Tina Landi – Classroom Teacher, Perry Hill School  Jenielle Bagdasarian – Classroom Teacher, Mohegan Elementary School  Lisa Gilmore – Para Educator</p>

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**Leader**

## Vision

All Connecticut educators and leaders have the opportunity for continuous learning and feedback, to develop and grow, both individually and collectively, through the educator and leader evaluation and support system so that all Connecticut students experience growth and success.

Shelton's Evaluation and Support Plan is designed to support a comprehensive educator and leader evaluation system adopted by the Connecticut State Board of Education in concert with a wide range of stakeholders and pursuant to educator evaluation regulations. Connecticut General Statutes 10-151 b requires that "the superintendent of each local or regional board of education shall annually evaluate or cause to be evaluated each teacher."

## Guiding Principles

The transformational design of the leader evaluation and support model is grounded in six guiding principles that use high-quality professional learning to advance leader practice, educator practice, and student learning, growth, and achievement.

- **Allow for differentiation of roles** (*for example for leaders: assistant superintendents, director of pupil services, various leaders in central office, principal, assistant principal; or for educators: teachers, counselors, instructional coaches, student support staff*).
- **Simplify and reduce the burden** (*eliminate technical challenges, paperwork, and steps*).
- **Focus on things that matter** (*identify high-leverage goal focus areas*).
- **Connect to best practices aimed at the development of the whole child** (*including, but not limited to academic, social, emotional, and physical development*).
- **Focus on leader growth and agency** (*meaningfully engage professionals by focusing on growth and practice in partnership with others aligned to a strategic focus*).
- **Meaningful connections to professional learning** (*provide multiple pathways for participants to improve their own practice in a way that is meaningful and impactful*).
- **Specific, timely, accurate, actionable, and reciprocal feedback.**

The design of the **Connecticut Guidelines for Educator Evaluation and Support 2023 (CT Guidelines 2023)** are representative of research-based effective practice and includes six elements.

- Standards and criteria
- Goal setting process
- Professional practice and educator growth
- Evaluator/observer/stakeholder feedback and engagement
- Process elements
- Dispute resolution

The combined vision, guiding principles, and overall framework for educators' and leaders' evaluation and support describe a systematic process of continuous improvement and professional learning leading to high-quality professional practice and improved outcomes for students. While components are similar for educators and leaders, there are components specific to educators and to leaders, resulting in two sections with similar processes within Shelton's evaluation and support system.

## Standards and Criteria for Leaders

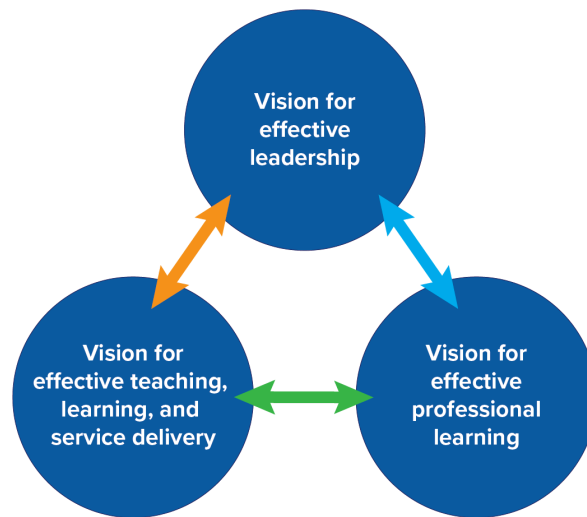
One of the primary goals of the leader evaluation and support system is to ensure the growth and development of their staff so they in turn may develop and enhance personal and professional strengths to meet the needs of all the students they serve. Leader practice discussions are based on the [PSEL](#) and [Learning Forwards Professional Learning Standards 2022](#). A [Leader Single Point Rubric](#) is used to provide a focus for high-leverage goal(s) setting and professional learning.

## Professional Learning Standards and Structures

Professional learning is essential to the evaluation model. The [Leader Single Point Rubric](#) serves as a useful tool to help educators and leaders intentionally design learning, address content, and consider how to accomplish the expected learning transformation desired.

### Leader Standards:

1. Mission, Vision, and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction, and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community for Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement



## **The Continuous Learning Process: Goal Setting, Professional Practice, and Evaluator/Observer/ Stakeholder Feedback and Engagement**

The evaluation and support model is designed as a continuous learning process. The goal of the continuous learning process is to provide leaders with continuous learning opportunities for professional growth through self-directed analysis and reflection, planning, implementation, and collaboration. Regular dialogue and feedback, coupled with the opportunity to reflect on and advance practice, drive the continuous learning process. The process provides an opportunity for leaders to address organizational system and structure questions. In this process, the leader serves as the learner who actively engages in and directs their learning and feedback. The evaluator serves as a learning partner who supports the leader through the learning and growth process. Within the process, the leader collaborates and serves as a reflective practitioner to determine mutually agreed upon leader goal(s), professional practice and leader growth, and observation/site visit and feedback focus.

Within the continuous learning process, leaders check in with their evaluator a minimum of three times a year (fall goal setting, midyear check-in, and end-of-year reflection) to provide an opportunity for a reciprocal discussion of what is happening in the school or district, a sharing of evidence of professional learning and impact on growth, and identification of needs and mutually agreed upon next steps. The meetings are approached in a spirit of continuous improvement, reflection, and collaboration. Dialogue is important, however, there must be a balance of written and verbal feedback provided between check-ins based on observations/site visits, reviews of practice, and artifacts as required by the district plan, which must be provided periodically. Effective feedback is tied to standards and identifies strengths and areas of focus for growth.

The graphic below, adapted from Learning Forward's Standards for Professional Learning 2022, shows the relationship between professional learning for leaders, educators, and students.





# Leader Continuous Learning Process

## Evaluation Orientation

Completed prior to the start of the Continuous Learning Process



## Goal Setting

Completed no later than November 1st

### **Beginning of the Year Goal(s) and Planning**

- Self reflect
- Review evidence

### **Goal(s), Rationale, Alignment, and Professional Learning Plan**

- Draft goal(s), rationale, alignment, professional learning plan

### **Goal Setting Conference**

- Mutually agree on 1-, 2 year goal(s)
- Determine individual or group goal(s)
- Mutually agree on professional learning needs and support

## Mid-year Check-in

Completed by the last school day in March

### **Mid-Year Check-in: Reflection, Adjustments, and Next Steps**

- Review & discuss currently collected evidence towards goal(s) and of practice
- Review professional learning, evidence, and impact on organization health, educator and student learning, growth and achievement

### **Mid-Year Conference**

- Discuss evidence, reflection, and feedback from evaluator
- Adjust and revise as needed

## End-of-Year Reflection and Conference

Completed by June 30

### **End-of-Year Reflection and Feedback Process**

- Self-reflection: Review & discuss professional learning, evidence of impact on organizational health, educator and student learning, growth and achievement

### **End-of-Year Conference/ Summative Feedback and Growth Criteria**

- Evaluator provides written summative feedback and guides next steps
- Annual Summary sign-off

## **Goal(s) Setting (Completed no later than November 1)**

Leaders and their evaluators mutually agree upon a high-leverage professional practice one-two year goal(s) and develop a plan for professional learning and support that is consistent with their professional status and goals (see [Appendix B](#)). Goals should always be connected to standards recommended by the PDEC and approved by the local board of education.

This is a process of feedback, reflection, goal setting, opportunities for professional learning, observations by an evaluator, and collection of multiple measures of leader growth, educator growth, and impact on student learning, growth, and achievement. Within this process, the leader collaborates in a learning partnership with their evaluator. The continuous learning process begins with dialogue around leaders' self-reflection (based on review of evidence and practice) to the identified rubric while collecting and analyzing evidence to identify and support an area for leader practice, educator and student outcomes, and organizational growth. See [Appendix A](#)

### **The leader will:**

- Self-assess using the identified rubric.
- Identify a high-leverage goal that impacts leadership practice and educator and organizational growth.
- Identify an individual or a collaborative goal.
- Develop a proposed professional learning plan to build knowledge and skills.

The leader shares the above with their evaluator during an initial goal-setting conference that consists of dialogue around the proposed goal(s) and professional learning plan. During this conference, reciprocal dialogue between the evaluator and leader takes place to refine the proposed goal and professional learning plan as needed. In partnership, the leader and evaluator come to a mutual agreement on the goal(s), multiple measures of evidence, professional learning plan, and support to drive progress toward goal attainment.

## **Mid-Year Check-in (Completed by the last school day in March):**

The midyear check-in provides an opportunity for the leader to self-reflect and review multiple and varied qualitative and quantitative indicators of evidence of impact on professional leadership practice; organizational growth; educator growth; and impact on student learning, growth, and achievement. Through reciprocal dialogue, the evaluator provides specific feedback based on evidence, standards, and the leader's goal(s). This is an overview of where the leader is in the process and what steps need to be taken to assist in continuous learning. During this check-in, revisions to the goal or learning plan, direction to tiered support, and next steps are documented.

## **End-of-Year Reflection/Summative Review (Completed by June 30)**

End-of-year reflection provides an opportunity for the leader and evaluator to engage in reciprocal dialogue, similar to the midyear check-in, to discuss progress toward the leader's goal(s); professional learning as it relates to the leader's professional growth and professional practice; and impact on student learning, growth, and achievement as evidenced by multiple and varied qualitative and quantitative indicators of evidence. A written end-of-year summary includes the impact on leader practice and growth; possible next steps for the upcoming year; any concerns with the continuous learning process; new learning; and highlights of impact on educators, students, and school community; and completion of current goal or rationale for continuing the goal the following year. Analysis of evidence from the end-of-year summary is important for the leader's subsequent self-assessment and goal-setting revisions or new goal(s).

## **Professional Practice and Leader Growth**

The implementation of the continuous learning process is shared between the leader and evaluator. For the duration of the learning process, leaders pursue learning and attainment of their goal(s), collecting evidence of practice related to their high-leverage professional learning goal. Evaluators will provide

leaders with feedback from observations of professional practice/site visits and dialogue, ensure timely access to support, and collect evidence of leader performance and practice toward goal(s) through multiple sources, including site visits, student and staff feedback, or family engagement. (see [Appendix A](#), [Appendix B](#))

### **Observation of Professional Practice/Site Visits and Feedback**

Observation of professional practice or site visits occurs throughout the continuous learning process. The identified high-leverage goal(s) provides a focus for strategic evidence collection and feedback. Evaluators provide leaders with feedback based on evidence, standards, and the educator’s goal(s); ensure timely access to planned support(s); and collect evidence of leader practice and progress toward goal(s) through multiple sources of evidence including site visits, feedback, written or verbal, that is provided within five school days.

“Feedback is defined as a dynamic, dialogic process that uses evidence to engage a learner, internally or with a learning partner, in constructing knowledge about practice and self. Its primary purpose is learning that guides change” (Killion, 2019).

#### **Quality feedback:**

- Is based on multiple and varied quantitative and qualitative indicators of evidence, standards, and goal(s)Is personalized
- Is learning-focused or growth-oriented
- Provides questions for reflection to refine or revise strategies
- Expands understanding of one’s experiences and their implications for future experiences
- Provides reflective opportunities to rework, refine, and reorder knowledge, attitudes, skills, and/or practices
- Is timely, frequent, and reciprocal

<b>Definitions of Tracks</b>	
<b><u>Non-Tenured</u></b>	<b><u>Professional</u></b>
<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>● Leaders who are non-tenured (2 years)</li> <li>● New to leadership role (e.g., principal from assistant principal, etc, first year)</li> </ul> <p><b>What:</b></p> <ul style="list-style-type: none"> <li>● Two observations of professional practice and/or site visits</li> <li>● Feedback written and verbal within five school days</li> <li>● Additional observations of professional practice and/or site visits as mutually agreed upon or deemed necessary</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>● Leaders who have successfully completed Cycle 1 in their current LEA</li> </ul> <p><b>What:</b></p> <ul style="list-style-type: none"> <li>● One observation of professional practice and/or site visits</li> <li>● Feedback written and verbal within five school days</li> <li>● Additional observations of professional practice and/or site visits as mutually agreed upon or deemed necessary</li> </ul>

## **Growth Criteria**

Successful completion of the learning process is determined through multiple forms of evidence and reflection that is demonstrated by:

- Reflection supported with evidence of the impact of the leader's new learning on their practice/goal
- The impact the leader's new learning and practice had on the leader's practice, organizational growth, educator growth, and student outcomes.
- Next steps

See [Appendix B](#), [Appendix C](#)

## **Tiered Support and Corrective Support Planning**

All leaders require access to high-quality, targeted professional learning support to improve practice over time. Leaders and their evaluators thoughtfully consider and apply three tiers of support, as appropriate, with an evaluation process. All three tiers of support must be implemented prior to the development of a Corrective Support Plan.

A pattern of persistent lack of growth and reflection or resistance to growth-oriented feedback should lead to advancing levels of support with a defined process for placing a leader on a Corrective Support Plan with indicators of success for transitioning out of it. Evaluators must utilize and document all three tiers of support prior to the development of a Corrective Support Plan. The Corrective Support Plan shall be developed in consultation with the evaluator, leader and their exclusive bargaining representative if applicable.

### **Tier 1**

It is the expectation that all leaders consistently access opportunities for professional growth within their district. Tier 1 supports are broadly accessible professional learning opportunities for all, inclusive of, but not limited to, collegial conversations, school site visits, available district resources (e.g., books, articles, videos, etc.), formal professional learning opportunities developed and designed by your district PDEC and other leader supports (e.g., leadership coaching). These resources should be identified through a goal setting process by mutual agreement.

### **Tier 2**

In addition to Tier 1, Tier 2 supports are more intensive in duration, frequency, and focus (e.g., observation of specific leadership practices, etc.) that can be either suggested by the leader and/or recommended by an evaluator.

### **Tier 3**

In addition to Tier 1 and Tier 2, Tier 3 supports are responsive to unresolved, previously discussed concerns that are collaboratively discussed and may be assigned by an evaluator. Tier 3 supports have clearly articulated areas of focus, duration of time, and criteria for success, and may include a decision to move to a Corrective Support Plan. Tier 3 supports shall be developed in consultation with the evaluator, leader and their exclusive bargaining representative for certified leaders chosen pursuant to C.G.S. §10-153b. The start date and duration of time an educator is receiving this level of support should be clearly documented

## Individual Leader Improvement and Remediation Plan

	<b>Level I - Structured Assistance Plan</b>	<b>Level II - Intensive Assistance Plan</b>
<b><u>Who</u></b>	<p><b>Evaluatee who:</b></p> <ul style="list-style-type: none"> <li>● Is experiencing on-going difficulty demonstrating competence as described in <i>Shelton's Administrator Evaluation &amp; Support Plan, Connecticut Leadership Standards, Connecticut's Common Core of Teaching (CCT), or the Connecticut Code of Professional Responsibility for Teachers PSEL</i></li> <li>● Needs more structured support</li> </ul>	<p><b>Evaluatee who:</b></p> <ul style="list-style-type: none"> <li>● Has been placed on <i>Structured Assistance</i> and did not resolve stated issue or incident</li> <li>● Is experiencing serious difficulty</li> <li>● Needs intensive support to meet job expectations.</li> </ul>
<b><u>Purpose</u></b>	Continue to provide support and assistance to correct performance deficiencies.	Provide intensive assistance to correct performance deficiencies.
<b><u>Primary Features</u></b>	<p><b>The evaluator:</b></p> <ul style="list-style-type: none"> <li>● Advises the evaluatee of the placement in the <i>Structured Assistance Plan</i></li> <li>● Describes areas of continued concern or difficulty related to performance outlined in <i>Shelton's Evaluation &amp; Plan</i>.</li> <li>● Works collaboratively with evaluatee and SAC representative to develop an action plan and a timeframe in which the area(s) of concern must be corrected</li> <li>● Establishes how support will be provided</li> <li>● Schedules formal observations including a pre-conference, observation, and post-conference.</li> <li>● Schedules a minimum of one additional formal observation to be completed by another administrator/supervisor</li> <li>● Advises evaluatee to discuss the situation with a Shelton Administrative Council (SAC) representative</li> <li>● Notifies the Superintendent of the evaluatee's placement in the <i>Structured Assistance Plan</i></li> </ul> <p>The Superintendent will notify the SAC president of evaluatee's placement in the <i>Structured Assistance Plan</i></p>	<p><b>The evaluator:</b></p> <ul style="list-style-type: none"> <li>● Develops an action plan to address area(s) of deficiency and/or concern</li> <li>● Develops a timeframe for performance improvement</li> <li>● Establishes how support will continue to be provided</li> <li>● Schedules formal observations including a pre-conference, observation, and post-conference</li> <li>● Schedules a minimum of one additional formal observation to be completed by another administrator/supervisor</li> </ul> <p>Continued involvement in the Shelton Administrative Council (SAC)</p>
<b><u>When</u></b>	Following receiving a performance concern.	If evaluatee fails to correct the problems in the <i>Structured Assistance Plan</i> within the established timeframe
<b><u>Accountability</u></b>	<p>At the end of the specific time frame stated in the <i>Action Plan</i>, the evaluator will review outcomes and decide if the evaluatee:</p> <ul style="list-style-type: none"> <li>● Returns to the <i>Professional Growth Phase -or-</i></li> <li>● Enters the <i>Intensive Assistance Phase</i></li> </ul>	<p>At the end of the term specified in the timeframe, a summative evaluation is conducted.</p> <p>The evaluatee will:</p> <ul style="list-style-type: none"> <li>● Return to <i>Professional Growth Phase -or-</i></li> <li>● Be terminated, if the expectations have not been met.</li> </ul>

## Corrective Support Plan

The Individual Administrator Improvement and Remediation Plan is intended to assist the evaluatee who is having difficulty consistently demonstrating competence as described in *Shelton's Administrator Evaluation & Support Plan, (PSEL) Professional Standards for School Leaders, Connecticut Leadership Standards, or Connecticut Code of Professional Responsibility for Teachers.*

The evaluatee assigned to the Individual Administrator Improvement and Remediation Plan will work collaboratively with his/her evaluator to develop and implement an individualized action plan designed to assist the evaluatee in resolving areas of concern. The Individual Administrator Improvement and Remediation Plan will include opportunities for the evaluatee to obtain assistance in meeting his/her individualized action plan.

The evaluatee will be advised by the evaluator as to his/her placement in the Individual Administrator Improvement and Remediation Plan. This phase is composed of two levels: Structured Assistance for a Developing Rating and Intensive Assistance for a Below Standard Rating.

The Corrective Support Plan must contain:

- clear objectives specific to the well documented area of concern;
- resources, support, and interventions to address the area of concern;
- timeframes for implementing the resources, support, and interventions; and
- supportive actions from the evaluator.

At the conclusion of the [Leader Corrective Support Plan](#) period, a number of outcomes are possible as determined in consultation with the evaluator, leader, and bargaining unit representative.

## Dispute Resolution

A panel, composed of the Superintendent's designee, the Shelton Administrative Council president, and a neutral third party, shall resolve disputes where the evaluator and evaluatee cannot agree on objectives, the evaluation period, feedback on the professional development plan, or final summative rating. Resolutions must be topic-specific and timely. Should the process established not result in resolution of a given issue, the determination regarding that issue will be made by the Superintendent or his/her designee.

## Process

The leader being evaluated shall be entitled to collective bargaining representation at all levels of the process.

1. Within three school days of articulating the dispute in writing to his/her/their evaluator, the leader being evaluated and the evaluator will meet with the objective of resolving the matter informally.
2. If there has been no resolution, the individual may choose to continue the dispute resolution process in writing to the superintendent or designee within three workdays of the meeting with his/her/their evaluator (step 1). The leader being evaluated may choose between two options.

### **a. Option 1:**

The issue in dispute may be referred for resolution to a subcommittee of the Professional Development and Evaluation Committee (PDEC), which will serve as a neutral party.\* The superintendent or designee and the respective collective bargaining unit for the district may each select one representative from the PDEC to constitute this

subcommittee, as well as a neutral party as mutually agreed upon between the superintendent and the collective bargaining unit. It is the role of the subcommittee to determine the resolution of the dispute and to identify any actions to be taken moving forward and to notify the superintendent of the decision.

*\*In the instance that a district is too small to have a full PDEC from which to select three individuals, the superintendent and leader may select three mutually agreed upon persons to serve as the neutral party for resolving the dispute. Each individual must be a Connecticut certified leader and may or may not be from within the district.*

**b. Option 2:**

The leader being evaluated requests that the superintendent or designee solely arbitrate the issue in dispute. In this case, the superintendent will review all applicable documentation and meet with both parties (evaluator and leader being evaluated) as soon as possible, but no longer than five school days from the date of the written communication to the superintendent. The superintendent will act as arbitrator and make a final decision, which shall be binding.

**Time Limits**

1. Since it is important that appeals be processed as rapidly as possible, the number of days indicated within this plan shall be considered maximum. The time limits specified may be extended by written agreement of both parties.
2. Days shall mean workdays. Both parties may agree, however, to meet during breaks at mutually agreed upon times.
3. The leader being evaluated must initiate the appeals procedure within five workdays of the scheduled meeting in which the feedback was presented. If no written initiation of a dispute is received by the evaluator within five workdays, the leader shall be considered to have waived the right of appeal.
4. The leader being evaluated must initiate each level of the appeal process within the number of days indicated. The absence of a written appeal at any subsequent level shall be considered as waiving the right to appeal further.

## **Appendices — Leader:**

### **Information and Resources to Support Effective Implementation**



# Appendix A: Sample Reflection Questions – Leader

## Self-Reflection Sample Questions

- Thinking about the success and challenges you may have encountered last year, or at the start of this year, what questions do you have about leadership and organizational well-being? What new learning might you want to explore to inform your understanding of these questions and professional leadership practice?
- In reviewing the rubric, what areas emerge as opportunities for your professional learning and practice?
- Based on your current organization's strengths and needs, and/or knowledge of district/school/ program goals, what new learning might you explore to address the needs?
- Based on knowledge of your students/adult learners, and/or knowledge of school/program goals, are there any new strategies or methods you'd like to explore and implement this year?
- How do you see yourself contributing to the school or district's mission, vision, and/or Vision of a Graduate and what strategies can you learn more about to support that focus?
- What are you considering for your learning goal?
- What will it look like when you achieve your goal?

## Professional Learning and Action Questions

### Indicators of success

- What question will you focus on to address your goals?
- What are the criteria for an accomplished practice?
- How do you plan to collect and analyze evidence to assess progress toward your goals?
- What research/professional readings might you explore to support your professional learning and achieve your goal?
- What specific professional learning might you need to achieve your goal?
- What support might you need from your colleagues, supervisor, others? How frequently?
- How might you apply your learning to practice? How often?

### Determine Evidence

- What evidence might you collect and analyze to understand progress toward your goal? Quantitative or qualitative or both?
- What ways would you like me as your evaluator to collect data/evidence for feedback?
- From how many different situations should we examine data/evidence?
- What are the advantages and disadvantages of the identified evidence?
- How will the data help us to analyze your practice?
- What is your timeline for collecting this evidence and measuring impact?
- What are the anticipated challenges or obstacles, and how do you plan to address them?
- How might you communicate/share your professional learning to your colleagues or families?
- What opportunities for professional learning do you believe would be beneficial for your growth as an educator?
- In what ways can we encourage collaboration and communication among colleagues to promote a culture of sharing best practices?

### **Analysis of Evidence**

- What do you observe in your evidence?
- What patterns, themes, or outliers do you notice?
- What does the evidence say about how you are doing in relation to your goal and indicators of success?
- Based on the evidence and your practice overall, what are your strengths?
- In what aspect do you want to continue to grow or refine your knowledge, skill, practice?

### **Learning Reflection and Next Steps**

- What is clear to you now?
- What are you learning?
- What do you understand now that you didn't understand as clearly before?
- How will this learning influence future actions?
- What is a single sentence conclusion that represents your learning?
- Under what circumstance might this conclusion not be true?
- What are ways you continue to refine your practice?
- What more do you want to learn and practice?
- How might you accomplish that? What is your next plan?
- What resources and support do you want or need?
- Once learning has been implemented: What effect did the learning have on practice, students?

### **Reflect on the Feedback Process**

- In what ways did my engagement with you support your learning?
- What did I do as a learning partner that helped you as a learner and how did it help?

## Appendix B: Growth Criteria and Sources of Evidence – Leader

Growth Criteria	Possible Sources of Evidence
<p><b>Development of New Learning and Impact on Practice:</b></p> <ul style="list-style-type: none"> <li>The leader can demonstrate how they developed new learning within the continuous learning process through multiple sources (e.g., observational feedback, data, walkthroughs, etc.) and how they used their new learning to improve practice.</li> </ul> <p><b>Impact on the Organization:</b></p> <ul style="list-style-type: none"> <li>The leader can demonstrate how they positively impacted the organizational health and can articulate connections/rationale between the improved learning and their own changes in practice.</li> </ul> <p><b>Impact on Community:</b></p> <ul style="list-style-type: none"> <li>The leader can demonstrate how they worked effectively with colleagues/families/community</li> </ul>	<ul style="list-style-type: none"> <li>Information from site visits</li> <li>Strategic plans</li> <li>Learning walk/instructional rounds</li> <li>Self-reflection (e.g., journals, learning logs)</li> <li>Leader created professional learning materials</li> <li>Operational artifacts (e.g., schedules, procedural revisions)</li> <li>Educator learning outcomes</li> <li>Policy updates</li> <li>Community communications</li> <li>Constituent feedback</li> <li>Program development and implementation</li> <li>Quantitative measure of whole child development (including, but not limited to, academic, social, emotional, and physical development)</li> <li>Systems and structures</li> </ul>

## Appendix C: Glossary – Leader

**Consensus protocol:** Consensus decision-making is a creative and dynamic way of reaching agreement in a group. Instead of simply voting for an item and having the majority getting their way, a consensus group is committed to finding solutions that everyone actively supports — or at least can live with.

By definition, in consensus no decision is made against the will of an individual or a minority. If significant concerns remain unresolved, a proposal can be blocked and prevented from going ahead. This means that the whole group has to work hard to find win-win solutions that address everyone’s needs.

**Corrective Support Plan:** A pattern of persistent lack of growth and reflection or resistance to growth-oriented feedback should lead to advancing levels of support with a defined process for placing an educator on a Corrective Support Plan with indicators of success for transitioning out of it. The Corrective Support Plan shall be developed in consultation with the educator and their exclusive bargaining representative for certified teachers chosen pursuant to C.G.S. §10-153b. Corrective Support Plans

shall include clear objectives specific to the well documented area of concern; resources, support, and interventions to address the area of concern; timeframes for implementing the resources, support, and interventions; supportive actions from the evaluator; and outcomes or further action as determined in consultation with the evaluator, leader, and bargaining unit representative.

**check-ins:** Formal or informal meetings or conferences held in the spirit of collaboration between the leader and evaluator and to engage in reciprocal dialogue regarding what is happening in one’s practice at that moment in time including goal(s), professional learning, multiple and varied forms of quantitative and qualitative evidence, adjustments, and next steps (i.e., classroom/school/building or district). During each school year, a minimum of three check-ins provide an opportunity for discussions to set and adjust goals, celebrate growth and positive impact, identify needs, assess and discuss evidence and learning, and next steps in one’s learning.

**community:** A school community typically refers to the localized group of students, educators, parents, and staff within a specific school, fostering a sense of belonging and shared objectives within that school.

A district community encompasses a broader scope, involving multiple schools within a school district, and often includes administrators, teachers, students, and families collaborating across various educational schools and programs within that district. The district community addresses overarching educational policies, resource allocation, and coordination among multiple schools and programs to promote consistent and effective education across a larger administrative unit.

**continuous learning process:** The continuous learning process is a cycle of feedback, reflection, goal setting, opportunities for professional learning, feedback from observations (peers or evaluators), and a collection of multiple measures of evidence. There are multiple models of continuous learning including, but not limited to:

**dispute resolution:** A process for resolving disputes in cases where the evaluator and leader being evaluated cannot agree on goals/objectives, the evaluation period, feedback, or the professional learning plan or other outcomes of the evaluation process.

**evidence:** Evidence collected and presented as a part of the evaluation system may include (but is not limited to) artifacts, observations of practice, site visit feedback, and reflections of the leader impact on organizational health, educator growth, and student learning, growth, and achievement as part of the leader feedback process.

**feedback:** “Feedback is defined as a dynamic, dialogic process that uses evidence to engage a learner, internally or with a learning partner, in constructing knowledge about practice and self. Its primary purpose is learning that guides change” (Killion, 2019).

**formal observations:** A formal observation is a structured and planned process of watching, assessing, and evaluating a leader’s performance. This typically includes a pre-conference and post-conference and results in a written evaluation within five school days.

**goals and standards:** Should be a high leverage goal based on professional practice standards and consistent with the goals of the district. Clear alignment between district, school, and certified staff goals (departments, grade-level teams, or collaborations) improves the collective effectiveness of practice.

**growth criteria:** Successful completion of the Continuous Improvement Process, supported with evidence that includes the impact the leader’s new learning had on their practice/goal, along with a reflection on challenges and next steps; and the impact the leader’s new learning and practice had on organizational health, educator growth, student learning, growth, and/or achievement, supported by evidence.

**high leverage goals:** High leverage goals are based on professional practice standards and are transferable across roles, disciplines, and positions and aligned to a strategic focus. They address strategies for development of human capital (people), instruction (knowledge and skills), and organizational management that transcends schools (Grissom, et al., 2021).

**informal observations:** An informal observation is an unplanned visit intended to evaluate educator performance. This typically includes either verbal or written feedback provided to the educator within five school days.

**leader:** A leader is defined as someone in a leadership position who has attained the 092 certification. This may include assistant superintendent, principal, dean of students, assistant/vice principal, pupil services director, department chair. This is not an exhaustive list, rather to illustrate the definition.

Superintendents will confirm district leaders with evaluation roles.

**multiple measures:** Can include, but is not limited to, structures and systems to support educator learning and growth, culture and climate changes, student learning, growth, and achievement as mutually agreed upon during the goal-setting process. Additional evidence relative to one or more competencies.

**mutual agreement:** An agreement or condition that is reciprocal or agreed upon by all parties.

**organizational health:** Organizational health in schools and districts means how well the whole school system is functioning. It encompasses various interconnected elements that contribute to a positive and thriving learning environment, including leadership, culture and climate, communication, professional learning, resource management, collaboration and teamwork, student-centered focus, continuous improvement, community engagement, and innovation.

**PDEC (Professional Development and Evaluation Committee):** The Professional Development and Evaluation Committee serves as the collaborative decision maker to create, revise, and monitor the evaluation and support program for the district, as well as the professional learning plan for certified employees of the district.

**professional learning:** Professional learning and growth are centered on accelerating personal and collective learning and closing the knowing-doing gap for leaders and teachers. This includes co-designing interactive, sustained, and customized learning growth opportunities that are grounded in the evidence that is most needed and most effective. See also appendix E, Glossary of Professional Learning Opportunities.

**review of practice:** Reviews of practice are non-classroom observations and may include, but are not limited to, observation of delivery of professional learning, facilitation of meetings, coaching/mentoring other leaders or teachers, review of leader or educator work, or review of other leader artifacts.

**rubric:** A rubric is a systematic and standardized tool, designed as a continuum, and is used to communicate the performance of educators based on specific criteria. It can be used to evaluate a single criterion to emphasize specific expectations and provide targeted feedback for improvement. It can encourage a growth mindset.

**single point competency:** A description of a standard of behavior or performance that is framed only as a single set of desired outcomes rather than laid out across a rating or scale of performance like a more traditional rubric.

**site visits:** A site visit provides an opportunity for observation and dialogue with the leader that may include but is not limited to leader engagement with educators, families or other partners in the work with a focus on the leader's goal.

**student outcomes:** Student outcomes include multiple measures of student learning, growth, and achievement as mutually agreed upon during the goal setting process.

## Glossary of Professional Learning Opportunities – Leader

High quality professional learning enhances both leader practice and outcomes for each and every educator and student. High quality professional learning integrates research on effective adult learning and uses interactive, flexible designs to achieve intended outcomes.

**advanced coursework:** Courses offered at a college, university, or other institution, in person or online, which further educator skills and/or provide professional training.

**case study:** A team that engages in a case study using information in a student’s cumulative folder or other documented information with the intention of determining next steps, i.e., IEP review or attendance records.

**coaching:** A process based on trust in which professional colleagues work together to reflect on current practices; expand, refine, and build new skills; share ideas; teach one another; conduct classroom research; or solve problems.

**examination of student work:** Individuals or groups of educators review samples of work from various students. They identify strengths, areas for improvement, and design instructional plans as a result of the examination.

**job-embedded:** Any activity that is tied in with authentic classroom practice.

May include, but is not limited to:

- Examining student data
- Mentoring
- Book study (see below)
- Co-planning
- Investigating print and online resources
- Self-reflection
- Visitations/observations within a school

**lesson study:** Groups of teachers planning a lesson, observing one present the lesson, and then reflecting on it afterwards.

**mentoring:** A relationship between a less experienced educator and a more experienced mentor, in which the mentor provides guidance and feedback regarding practice.

**peer observation:** An opportunity for teachers to observe each other during classroom instruction. Teachers may want to observe peers to see a new teaching strategy in action, learn a new model of instruction, or analyze classroom processes and procedures.

**personal professional reading:** Individual, self-driven reading and processing of texts in order to improve one’s own teaching practice.

**professional literature study:** Structures and collaborative processes in which individuals or groups of professionals engage in the examination and discussion of a relevant and informative text. The purpose of this study is to promote continuous learning, professional development, and the exchange of ideas and best practices within a specific field or industry. By engaging in a professional book study, individuals can deepen their understanding of key concepts, stay current in their field, and enhance their ability to apply new knowledge to their professional practice. This collaborative and structured approach to learning helps foster a culture of continuous improvement and professional growth within a community of practitioner

**protocols:** A learning tool that is rule-based. Often implemented to aid in new learning for groups or individuals. May include article discussions, case studies, book reviews, and other procedures used in its workshops and other learning designs.

**school visits:** Observation of practice or teaching at a different school or institution to gain new knowledge, ideas, or activities.

**student shadow:** Follow a particular student during the academic day for a designated time, for a particular identified purpose, i.e., engagement.

**walkthroughs:** A team of leaders who visit classrooms to find evidence for a particular problem of practice. This evidence is reviewed, and next steps are determined as a result of this practice.

**web-based learning:** Use of online resources or learning activities to develop new learning or techniques for the classroom.

**workshops:** Meetings where participants are involved in group discussions or learning experiences and are normally organized around one or more theme areas. Workshops allow participants with differing values and priorities to build a common understanding of the problems and opportunities confronting them. May take place at school or outside.



## Appendix D: Continuous Learning Process – Leader

### Evaluation Orientation


Orientation to Leader Evaluation was Completed on:


Date


*Non-negotiable Process Element of the CT Guidelines (2023)*

**Download these Leader Evaluation Forms. You will need to make a copy prior to filling in.**

 [Leader Goal Setting Form](#)

 [Leader Mid-Year Check-In Form](#)

 [Leader End-of-Year Reflection Form](#)

 [Leader End-of-Year Conference Form](#)

 [Leader Observation/ Site Visit](#)

 [Leader Corrective Support Plan](#)

 [Leader Single Point Rubric](#)

## Leader Information

Name:		Location:	
<b>Select One:</b> <input type="checkbox"/> Non-Tenured  <input type="checkbox"/> Professional	<b>Select One:</b> <ul style="list-style-type: none"> <li>• Individual goal</li> <li>• Collaborative goal</li> </ul> <i>Decided upon mutual agreement.</i>	<b>Select One:</b> <ul style="list-style-type: none"> <li>• 1-year goal</li> <li>• 2-year goal</li> </ul> <i>Decided upon mutual agreement.</i>	<b>Select One:</b> <ul style="list-style-type: none"> <li>• <a href="#">Leader Single Point Rubric</a></li> </ul>

 [Download this form](#)

Beginning-of-the-Year Goals and Planning	
<b>Self-Reflection</b>	
<i>Completed by Leader</i>	
Capture your self-reflection here; consider using the Sample Questions linked above to guide your thinking.	
<b>Goal, Rationale, Alignment and Professional Learning Plan</b>	
<i>Completed by Leader</i>	
Based on your analysis above, what is/are your goal(s)? Include a rationale for the length of your goal (1 or 2 years).	
What evidence of leader learning, educator learning, and/or student growth and achievement, and/or organizational measures will you use to reflect, monitor, and adjust your goal? What is your learning plan to support achieving your goal?	
For a multi-year goal, what might be the potential focus of year 2 (to be revisited and revised annually and as needed throughout the learning process)?	
In what ways might this goal(s) contribute to the school and/or district's vision, mission, and strategic goals?	

Goal Setting Conference	
<i>Completed by Evaluator (November)</i>	
<b>Date</b>	
<b>Notes:</b>	<b>Supports Required/Suggested</b>
	•

Planned Site Visit/Observation of Professional Practice	
<i>Non-negotiable Process Element of the CT Guidelines (2023)</i>	
<a href="#">Observation of Professional Practice/Site Visit - Required</a>	

<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>

## Midyear Check-in: Reflection, Adjustment(s), and Next Steps

Completed by Leader

Non-negotiable Process Element of the CT Guidelines (2023)

[See Sample Reflection Questions](#) and [Professional Learning and Action Questions](#)

What has been your progress to date on your professional learning plan and your goal(s), and how do you know? What are your next steps and why?

### Self-Reflection:

### Links to Evidence:

## Mid-Year Conference

Completed by Evaluator (March)

Date

**Feedback to Leader** (Feedback regarding progress on professional learning and progress toward goal(s). Include change in tiered supports, if recommended.):

[Observation of Professional Practice/Site Visit - Required](#)

**Evaluatee Signature**

**Date:**

**Evaluator Signature**

**Date:**

## End-of-Year Reflection and Feedback Process

*Non-negotiable Process Element of the CT Guidelines (2023)*

### Self-Reflection

*Completed by Leader*

[See Sample Reflection Questions](#) and [Professional Learning and Action Questions](#)

What impact did your new learning have on your practice/goal(s), and how do you know?

What impact did your new learning have on your leadership practice, on educator and/or student learning, growth, and/or achievement, and/or on organizational health, and how do you know?

What challenges did you encounter and what are your next steps with your professional learning?

#### Self-Reflection:

#### Links to Evidence:




[Download this form](#)

<b>End-of-Year Conference</b> <i>Completed by Evaluator (by June 30)</i> <b>Date</b>	
<b>Summative Feedback and Growth Criteria</b> <i>Completed by Evaluator</i> <a href="#">See appendix for full description</a>	
Summative Feedback	
Development of new learning and impact on leadership practice related to goal(s).	
Impact of new learning and leadership practice on key partners and or organizational outcomes.	
Impact of new learning on greater community.	
<b>Successful Completion of the Evaluative Cycle</b>	<ul style="list-style-type: none"> <li>• Yes    • No</li> </ul>
<b>Supports Required/Suggested</b> <i>Are tiered supports required above and beyond tier 1 (included in feedback above)?</i> <ul style="list-style-type: none"> <li>• Not applicable</li> <li>• Tier 2 (Specify below)</li> <li>• Tier 3 (Specify below)</li> </ul>	If Tier 2 and/or Tier 3, please specify strategies:
<b>For multi-year goals only:</b> <ul style="list-style-type: none"> <li>• What adjustments are needed to the goal(s)?</li> <li>• Why?</li> <li>• How might adjustments impact the timing of the goal(s)?</li> </ul>	<ul style="list-style-type: none"> <li>• Leader will continue multi-year goal.</li> <li>• Leader will adjust the multi-year goal.</li> <li>• Leader completed a multi-year goal.</li> </ul> Notes:
<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>

## Appendix E: Observation/Site Visit Forms – Leader

 [Download this form](#)

 <b>Leader Evaluation Observation/Site Visit – Required</b>		
<b>Name:</b>	<b>Location:</b>	
<b>Administrator Role:</b>	<b>Leader Goal/Observation Focus:</b>	
<input type="checkbox"/> Non Tenured Track (Pre-/Post-Conference Required) <input type="checkbox"/> Professional Track Cycle 1 (Post-Conference Required) <input type="checkbox"/> <i>Additional Observation of Professional Practice (Pre-/Post-Conference Optional)</i>		
<b>Pre-Observation/Visit</b> <i>Completed by Leader (as needed/required)</i>		
Pre-Conference Notes including the identified competency focus for the observation	<i>Upload and provide hyperlink here, as appropriate</i>	
<b>Observation/Site Visit Evidence</b> <i>Completed by the Evaluator</i>		
<b>Post-Observation/Visit Reflection</b> <i>Completed by the Leader</i>		
What worked and how do you know?		
What didn't work and how do you know		
What have you learned (about your practice and your learners based on what evidence) and how will you apply that learning in the future?		
<b>Post-Observation/Visit Conference Feedback</b> <i>Completed by the Evaluator</i>		
<b>Areas of Strengths</b>	<b>Single-Point Competencies</b> <i>Completed by the Evaluator</i>	<b>Areas for Growth and/or Next Steps</b>
	<a href="#">Leader Single Point Rubric</a>	

<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>

# Appendix F: Corrective Support Plan - Leader

## Individual Leader Improvement & Remediation Action Plan

Check which applies

- Structured Assistance Plan - Level I**
- Intensive Assistance Plan - Level II**

Evaluatee \_\_\_\_\_ School \_\_\_\_\_

Evaluator \_\_\_\_\_ Date \_\_\_\_\_

1. **Identification of performance deficiency** - Reference *Shelton's Administrators Evaluation & Support Plan, Connecticut State Leadership Standards, Connecticut Code of Professional Responsibility for Teachers, PSEL Standards.*

2. **Action Plan** - Include specific timeframe and support system.

Procedure	Timeframe	Supports
-----------	-----------	----------

3. **Formal Observations**

Evaluator: \_\_\_\_\_

Additional Administrator/Supervisor: \_\_\_\_\_

**Observation I**

Pre-Conference \_\_\_/\_\_\_/\_\_\_

Observation \_\_\_/\_\_\_/\_\_\_

Post Conference \_\_\_/\_\_\_/\_\_\_

**Observation II**

Pre-Conference \_\_\_/\_\_\_/\_\_\_

Observation \_\_\_/\_\_\_/\_\_\_

Post Conference \_\_\_/\_\_\_/\_\_\_

4. Evaluator's Comments

5. Evaluatee's Comments

6. Evaluator's Recommendation (Check One)

**Level I**

- Return to *Professional Growth Phase*
- Enter *Intensive Assistance Plan*

**Level II**

- Return to *Professional Growth Phase*
- Notify Superintendent of failure to correct area(s) of concern or deficiency

Signatures indicate recommendation has been discussed.

Evaluatee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Educator**



## Vision

All Connecticut educators and leaders have the opportunity for continuous learning and feedback, to develop and grow, both individually and collectively, through the educator and leader evaluation and support system so that all Connecticut students experience growth and success.

Shelton's Evaluation and Support Plan is designed to support a comprehensive educator and leader evaluation system adopted by the Connecticut State Board of Education in concert with a wide range of stakeholders and pursuant to educator evaluation regulations. Connecticut General Statutes 10-151b requires that "the superintendent of each local or regional board of education shall annually evaluate or cause to be evaluated each teacher."

## Guiding Principles

The transformational design of the educator evaluation and support model is grounded in six guiding principles that use high-quality professional learning to advance educator practice and student learning, growth, and achievement.

- **Allow for differentiation of roles** (for example for leaders: assistant superintendents, director of pupil services, various leaders in central office, principal, assistant principal; or for educators: teachers, counselors, instructional coaches, student support staff).
- **Simplify and reduce the burden** (eliminate technical challenges, paperwork, and steps).
- **Focus on things that matter** (identify high-leverage goal focus areas).
- **Connect to best practices aimed at the development of the whole child** (including, but not limited to academic, social, emotional, and physical development).
- **Focus on educator growth and agency** (meaningfully engage professionals by focusing on growth and practice in partnership with others aligned to a strategic focus).
- **Meaningful connections to professional learning** (provide multiple pathways for participants to improve their own practice in a way that is meaningful and impactful).
- **Specific, timely, accurate, actionable, and reciprocal feedback.**

The design of the **Connecticut Guidelines for Educator Evaluation and Support 2023 (CT Guidelines 2023)** are representative of research-based effective practice and includes six elements.

- Standards and criteria
- Goal setting process
- Professional practice and educator growth
- Evaluator/observer/stakeholder feedback and engagement
- Process elements
- Dispute resolution

The combined vision, guiding principles, and overall framework for educators' and leaders' evaluation and support describe a systematic process of continuous improvement and professional learning leading to high-quality professional practice and improved learning, growth, and achievement for students. While components are similar for educators and leaders, there are components specific to educators and leaders, resulting in two sections with similar processes within Shelton's evaluation and support system.

## Standards and Criteria for Educators

The primary goal of the educator evaluation and support system is to strengthen individual pedagogy and collective practices to increase student learning, growth, and achievement. Educator practice discussions are based on the [CCT Rubric for Effective Teaching 2017](#) and [Learning Forwards Professional Learning Standards 2022](#)

The educator rubric includes the standards. The rubric serves as support for self-evaluation, dialogue, and feedback. While a rubric serves as a support for self-evaluation, dialogue, and feedback, it is

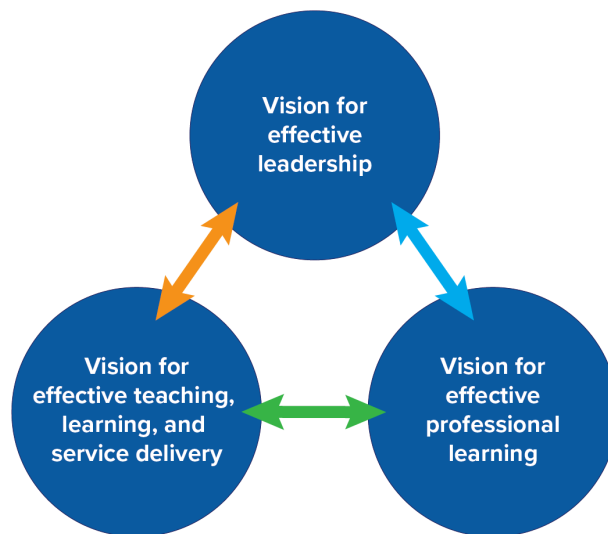
recommended that a single-point rubric is used to provide a focus for high-leverage goal(s) setting and professional learning.

- [Teacher Single Point Rubric](#)
- [Student Support Services Single Point Rubric](#)
- [Teacher Leader Single Point Rubric](#)

### [Educator Corrective Support Plan](#)

## **Professional Learning Standards and Structures**

Professional learning is essential to the evaluation model. [Learning Forward Professional Learning Standards 2022](#), serve as a tool for how professional learning happens to deepen one’s knowledge of their practice to impact student learning, growth, and achievement. As a tool, the professional learning standards help educators and leaders intentionally design learning, address content and consider how to accomplish the expected learning transformation desired. Together the professional standards for educators, leaders, and professional learning serve as the three visions that work together to lay the foundation for meaningful feedback in a continuous learning process.

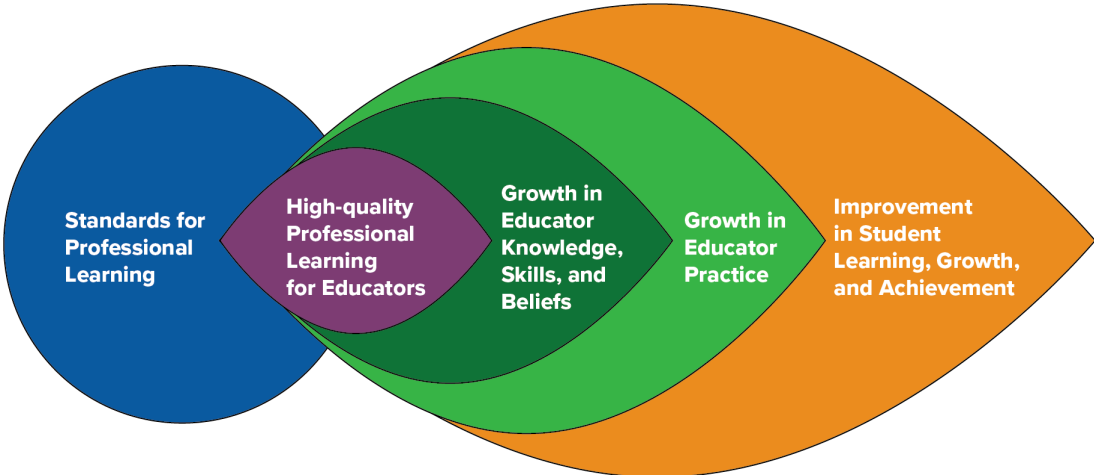


## **The Continuous Learning Process: Goal Setting, Professional Practice and Evaluator/Observer/ Stakeholder Feedback and Engagement**

The evaluation and support model is designed as a continuous learning process. The goal of the continuous learning process is to provide educators with continuous learning opportunities for professional growth through self-directed analysis and reflection, planning, implementation, and collaboration. Regular dialogue and feedback, coupled with the opportunity to reflect on and advance practice, drive the continuous learning process. In this process, the educator serves as the learner who actively engages in and directs their learning and feedback. The evaluator serves as a learning partner who supports the educator through the learning and growth process. Within the process, the educator collaborates and serves as a reflective practitioner to determine mutually agreed upon educator goals, professional practice and educator growth, and observation and feedback focus.

During each school year, a minimum of three check-ins provide an opportunity for a reciprocal discussion of what is happening in the classroom or school, a sharing of evidence of professional learning and impact on growth, and identification of needs and mutually agreed upon next steps. The meetings are approached in a spirit of continuous improvement, reflection, and collaboration. Dialogue is important, however, there must be a balance of written and verbal feedback provided between check-ins based on observations and reviews of practice as required by the district plan.

*The graphic below, adapted from Learning Forward’s Standards for Professional Learning 2022, shows the relationship between professional learning for leaders, educators, and students.*



# Educator Continuous Learning Process

## Evaluation Orientation

Completed prior to the start of the Continuous Learning Process



## Goal Setting

### **Beginning of the Year Goal(s) and Planning**

- Self reflect
- Review evidence

### **Goal(s), Rationale, Alignment, and Professional Learning Plan**

- Draft goal(s), rationale, alignment, professional learning plan

### **Goal Setting Conference**

- Mutually agree on 1-, 2 year goal(s)
- Determine individual or group goal(s)
- Mutually agree on professional learning needs and support

## Mid-year Check-in

### **Mid-Year Check-in: Reflection, Adjustments, and Next Steps**

- Review and discuss currently collected evidence towards goal(s) and of practice
- Review professional learning, evidence, and impact on educator practice, student learning, growth, and achievement

### **Mid-Year Conference**

- Discuss evidence, reflection, and feedback from evaluator
- Adjust and revise as needed

## End-of-Year Reflection and Conference

### **End-of-Year Reflection and Feedback Process**

- Self-reflection: Review and discuss professional learning, evidence of impact on practice, student learning, growth and achievement

### **End-of-Year Conference/ Summative Feedback and Growth Criteria**

- Evaluator provides written summative feedback and guides next steps
- Annual Summary sign-off

### **Goal(s) Setting (Completed No later than the third Monday in October):**

The initial goal-setting meeting includes a dialogue between the educator and their evaluator around the educator's initial self-reflection, which is based on a review of evidence and an analysis of their own practice to identify and support an area for educator practice and growth, and student learning, growth, and achievement. The educator and evaluator come to a mutual agreement on high-leverage professional practice one-, two- or three-year goal(s), multiple measures of evidence (at least two measures), professional learning plan, and support that is consistent with their professional status and goals to drive progress toward goal attainment *See Appendix G, Appendix H*

For beginning educators in the Teacher Education and Mentoring (TEAM) Program, consideration for alignment between professional learning and their TEAM modules would enhance their learning and practice.

### **Midyear Check-in (Completed by the first school day in March):**

The midyear check-in consists of a reciprocal dialogue between the educator and evaluator and includes an educator's self-reflection on their progress toward their goal(s) so far. The reflection shall include an analysis of the impact of their learning on their practice, student learning, growth and achievement, and the school community.

- Educators self-reflect and review multiple and varied qualitative and quantitative indicators of evidence of impact on educator's growth, professional practice, and impact on student learning, growth, and achievement with their evaluator.
- The evaluator provides specific, standards-based feedback related to the educator's goal. Observation feedback and evidence aligned to the single-point rubric.
- The midyear conversation is a crucial progress check-in. The midyear check-in provides an opportunity to discuss evidence, learning, and next steps. It is at this point that revisions to the educator's goal(s) may be considered based on multiple measures of evidence.

### **End-of-Year Reflection/Summative Review (Completed five school days before the end of the school year):**

End-of-year reflection provides an opportunity for the educator and evaluator to engage in reciprocal dialogue, similar to the midyear check-in, to discuss progress toward the educator's goal(s); professional learning as it relates to the educator's professional growth and professional practice; and impact on student learning, growth, and achievement as evidenced by multiple and varied qualitative and quantitative indicators of evidence. A written end-of-year summary includes the impact of new learning on educator practice and growth, impact on student learning, growth and achievement, school community, strengths and concerns, and possible next steps for the upcoming year. Analysis of evidence from the end-of-year summary is important for the educator's subsequent self-assessment and goal-setting revisions or new goals.

The evaluator provides a concise summary based upon evidence related to the mutually agreed upon educator goal(s) and identified standards and will make a distinction regarding the educator's successful completion of the professional learning process.

### **Professional Practice and Educator Growth**

The implementation of the continuous learning process is shared between the educator and evaluator. For the duration of the learning process, educators pursue learning and attainment of their goal(s), collecting evidence of practice related to their high-leverage professional learning goal. Evaluators will provide educators with feedback from observation and dialogue, ensure timely access to supports, and collect evidence of educator performance and practice toward goal(s) through multiple sources, which include observation and may include student, staff, or family feedback

## **Observation of Professional Practice and Feedback**

Observations occur throughout the continuous learning process. The identified high-leverage goal(s) provides a focus for strategic evidence collection and feedback. Evaluators provide educators with specific feedback based on evidence, standards, and the educator's goal; ensure timely access to planned support(s); and continue to collect evidence of educator practice and progress toward goal(s) through multiple sources of evidence, including observation. Feedback, written or verbal, is provided within five school days.

"Feedback is defined as a dynamic, dialogic process that uses evidence to engage a learner, internally or with a learning partner, in constructing knowledge about practice and self. Its primary purpose is learning that guides change" (Killion, 2019).

### **Quality feedback:**

- Is based on multiple and varied quantitative and qualitative indicators of evidence, standards, and goal(s)
- Is personalized
- Is learning-focused or growth-oriented
- Provides questions for reflection to refine or revise strategies
- Expands understanding of one's experiences and their implications for future experiences
- Provides reflective opportunities to rework, refine, and reorder knowledge, attitudes, skills, and/ or practices
- Is timely, frequent, and reciprocal

## Tracks

<u>Non Tenured Track</u>	<u>Professional Track Cycle 1</u>	<u>Professional Track Cycle 2</u>
<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• New to profession (first four years)</li> <li>• New to Shelton Public Schools with prior tenure (first two years)</li> <li>• Change in role within the district</li> </ul> <p><b>What:</b></p> <ul style="list-style-type: none"> <li>• Follows the Goal Setting Process</li> <li>• Two formal observations of Professional Practice with pre and post meetings                             <ul style="list-style-type: none"> <li>○ One observation of professional practice may be substituted for a review of practice</li> </ul> </li> <li>• Verbal and written feedback within five school days</li> <li>• Up to 3 additional observations of professional practice as mutually agreed upon or deemed necessary</li> </ul> <p><b>Duration:</b></p> <ul style="list-style-type: none"> <li>• Non-tenured educator (first 4 years)</li> <li>• New to Shelton Public Schools (first 2 years)</li> <li>• Change in educator's role within the district (first 1 year)</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• Educators who have successfully completed Cycle 1 in Shelton Public Schools</li> </ul> <p><b>What:</b></p> <ul style="list-style-type: none"> <li>• Follows the Goal Setting Process</li> <li>• Two mini observations of practice with post meetings                             <ul style="list-style-type: none"> <li>○ One observation of professional practice may be substituted for a review of practice</li> </ul> </li> <li>• Verbal and written feedback within five school days</li> <li>• Additional observations of professional practice as mutually agreed upon or deemed necessary</li> </ul> <p><b>Duration:</b></p> <ul style="list-style-type: none"> <li>• 1 year</li> </ul>	<p><b>Who:</b></p> <ul style="list-style-type: none"> <li>• Educators who have successfully completed Cycle 2 in Shelton Public Schools</li> </ul> <p><b>What:</b></p> <ul style="list-style-type: none"> <li>• Follows the Goal Setting Process</li> <li>• Evidence of student achievement and/or educator growth as demonstrated through successful implementation of the educator's professional growth goal</li> <li>• Multiple measures (minimum of 2) of student learning, growth and achievement mutually agreed upon during the goal-setting process between the evaluator and evaluatee</li> <li>• Additional observations of professional practice as mutually agreed upon or deemed necessary</li> </ul> <p><b>Duration:</b></p> <ul style="list-style-type: none"> <li>• 1 year</li> </ul>

**Non-Tenured Track:**

- Successful completion of two formal observations each school year for the first two school years
- Successful completion of TEAM
- Non-tenure teachers will have 3 mini observations in year 3 and 4. Additional observations of professional practice as mutually agreed upon or deemed necessary
- Non-tenure teacher will move to Cycle 2 on the first day in year 5
- New to LEA will move to Professional Track Cycle 1 on the first day of year 3
- Change in educator's role within the district will move to Professional Track Cycle 1 on the first day of year 2

**Professional Track Cycle 1:**

- Successful completion of two mini observation and/or review of professional practice per year

**Professional Track Cycle 2:**

- Successful completion of the evaluation cycle

## **Growth Criteria**

An educator is determined to have successfully completed the learning process by demonstrating:

- Reflection supported with evidence of the impact of the educators' new learning on their practice/goal.
- The impact the educators' new learning and practice had on student learning, growth, and/or achievement, supported by evidence.
- Next steps. See [Appendix H](#)

## **Tiered Support**

All educators require access to high-quality, targeted professional learning support to improve practice over time. Educators and their evaluators thoughtfully consider and apply three tiers of support, as appropriate, within an evaluation process. All three tiers of support must be implemented prior to the development of a corrective plan.

A pattern of persistent lack of growth and reflection or resistance to growth-oriented feedback should lead to advancing levels of support with a defined process for placing an educator on a Corrective Support Plan with indicators of success for transitioning out of it. Evaluators must utilize and document all three tiers of support prior to the development of a Corrective Support Plan. The Corrective Support Plan shall be developed in consultation with the evaluator, educator, and their exclusive bargaining representative if applicable.

### **Tier 1**

It is the expectation that all educators consistently access opportunities for professional growth within their district. Tier 1 supports are broadly accessible professional learning opportunities for all, inclusive of, but not limited to, collegial professional conversations, classroom visits, available district resources (e.g., books, articles, videos etc.), formal professional learning opportunities developed and designed by district PDEC, and other general support for all educators (e.g., instructional coaching). These resources should be identified through a goal setting process by mutual agreement.

### **Tier 2**

In addition to Tier 1, Tier 2 supports are more intensive in duration, frequency, and focus (e.g., engaging in a professional learning opportunity, observation of specific classroom practices, etc.) that can be either suggested by the educator and/or recommended by an evaluator.

### **Tier 3**

In addition to Tier 1 and Tier 2, Tier 3 supports are responsive to unresolved, previously discussed concerns and are developed in collaboration with the educator and may be assigned by the evaluator. Tier 3 supports have clearly articulated areas of focus, duration of time, and criteria for success, and may include a decision to move to a Corrective Support Plan. Tier 3 supports shall be developed in consultation with the evaluator, educator, and their exclusive bargaining representative for certified educators chosen pursuant to C.G.S. §10-153b. The start date and duration of time an educator is receiving this level of support should be clearly documented.



## Individual Educator Improvement and Remediation Plan

	<b>Level I - Structured Assistance Plan</b>	<b>Level II - Intensive Assistance Plan</b>
<b><u>Who</u></b>	<b>Evaluatee who:</b> <ul style="list-style-type: none"> <li>● Is experiencing on-going difficulty demonstrating competence as described in <i>Shelton's Teacher Evaluation Plan, Connecticut's Common Core of Teaching (CCT), or the Connecticut Code of Professional Responsibility for Teachers</i></li> <li>● Needs more structured support</li> </ul>	<b>Evaluatee who:</b> <ul style="list-style-type: none"> <li>● Has been placed on <i>Structured Assistance Plan</i> and did not resolve stated issue or incident</li> <li>● Is experiencing serious difficulty</li> <li>● Needs intensive support to meet job expectations.</li> </ul>
<b><u>Purpose</u></b>	Continue to provide support and assistance to correct performance deficiencies.	Provide intensive assistance to correct performance deficiencies.
<b><u>Primary Features</u></b>	<b>The evaluator:</b> <ul style="list-style-type: none"> <li>● Advises the evaluatee of the placement in the <i>Structured Assistance</i></li> <li>● Describes areas of continued concern or difficulty related to performance outlined in <i>Shelton's Teacher Evaluation Plan</i>.</li> <li>● Works collaboratively with evaluatee and SEA representative to develop an action plan and a timeframe in which the area(s) of concern must be corrected</li> <li>● Establishes how support will be provided</li> <li>● Schedules formal observations including a pre-conference, observation, and post-conference.</li> <li>● Schedules a minimum of one additional formal observation to be completed by another administrator/supervisor</li> <li>● Advises evaluatee to discuss the situation with a Shelton Education Association (SEA) representative</li> <li>● Notifies the Superintendent of the evaluatee's placement in the <i>Structured Assistance</i></li> </ul> <p>The Superintendent will notify the SEA president of evaluatee's placement in the <i>Structured Assistance</i></p>	<b>The evaluator:</b> <ul style="list-style-type: none"> <li>● Develops an action plan to address area(s) of deficiency and/or concern</li> <li>● Develops a timeframe for performance improvement</li> <li>● Establishes how support will continue to be provided</li> <li>● Schedules formal observations including a pre-conference, observation, and post-conference</li> <li>● Schedules a minimum of one additional formal observation to be completed by another administrator/supervisor</li> </ul> <p>Continued involvement in the Shelton Education Association (SEA)</p>
<b><u>When</u></b>	Following receiving a performance concern.	If evaluatee fails to correct the problems in the <i>Structured Assistance</i> within the established timeframe
<b><u>Accountability</u></b>	At the end of the specific time frame stated in the <i>Action Plan</i> , the evaluator will review outcomes and decide if the evaluatee: <ul style="list-style-type: none"> <li>● Returns to the <i>Professional Growth Phase</i></li> <li style="text-align: center;">-or-</li> <li>● Enters the <i>Intensive Assistance Phase</i></li> </ul>	At the end of the term specified in the timeframe, a summative evaluation is conducted. The evaluatee will: <ul style="list-style-type: none"> <li>● Return to <i>Professional Growth Phase</i></li> <li style="text-align: center;">-or-</li> <li>● Be terminated, if the expectations have not been met.</li> </ul>

## **Corrective Support Plan**

A pattern of persistent lack of growth and reflection or resistance to growth-oriented feedback should lead to advancing levels of support with a defined process for placing an educator on a Corrective Support Plan with indicators of success for transitioning out of it. Evaluators must utilize and document all three tiers of support prior to the development of a Corrective Support Plan. The Corrective Support Plan shall be developed in consultation with the educator and their exclusive bargaining representative for certified teachers chosen pursuant to C.G.S. §10-15

 Download the [Educator Corrective Support Plan](#)

The Corrective Support Plan is separate from the normal educator growth model and must contain:

- clear objectives specific to the well-documented area of concern;
- resources, support, and interventions to address the area of concern;
- well-defined timeframes for implementing the resources, support, and interventions; and
- supportive actions from the evaluator.

At the conclusion of the Corrective Support Plan period, a number of outcomes are possible as determined in consultation with the evaluator, educator, and bargaining unit representative.

## **Dispute Resolution**

A panel, composed of the superintendent's designee, the Shelton Education Association president, and a neutral third party, shall resolve disputes where the evaluator and evaluatee cannot agree on objectives, the evaluation period, feedback on the professional development plan, or final summative rating. Resolutions must be topic-specific and timely. Should the process established not result in the resolution of a given issue, the determination regarding that issue will be made by the superintendent or his designee.

### **Process**

The educator being evaluated shall be entitled to collective bargaining representation at all levels of the process.

1. Within three school days of articulating the dispute in writing to his/her/their evaluator, the educator being evaluated and the evaluator will meet with the objective of resolving the matter informally.
2. If there has been no resolution, the individual may choose to continue the dispute resolution process in writing to the superintendent or designee within three workdays of the meeting with his/her/their evaluator (step 1). The educator being evaluated may choose between two options.

#### **a. Option 1:**

The issue in dispute may be referred for resolution to a subcommittee of the Professional Development and Evaluation Committee (PDEC), which will serve as a neutral party\*. The superintendent and the respective collective bargaining unit for the district may each select one representative from the PDEC to constitute this subcommittee, as well as a neutral party as mutually agreed upon between the superintendent and the collective bargaining unit. It is the role of the subcommittee to determine the resolution of the dispute and to identify any actions to be taken moving forward.

*\*In the instance that a district is too small to have a full PDEC from which to select three individuals, the superintendent and educator may select three mutually agreed upon persons to serve as the neutral party for resolving the dispute. Each individual must be a Connecticut certified educator and may or may not be from within the district.*

**b. Option 2:**

The educator being evaluated requests that the superintendent solely arbitrate the issue in dispute. In this case, the superintendent will review all applicable documentation and meet with both parties (evaluator and educator being evaluated) as soon as possible, but no longer than five school days from the date of the written communication to the superintendent. The superintendent will act as arbitrator and make a final decision, which shall be binding.

**Time Limits**

1. Since it is important that appeals be processed as rapidly as possible, the number of days indicated within this plan shall be considered maximum. The time limits specified may be extended by written agreement of both parties.
2. Days shall mean workdays. Both parties may agree, however, to meet during breaks at mutually agreed upon times.
3. The educator being evaluated must initiate the appeals procedure within five workdays of the scheduled meeting in which the feedback was presented. If no written initiation of a dispute is received by the evaluator within five workdays, the educator shall be considered to have waived the right of appeal.
4. The educator being evaluated must initiate each level of the appeal process within the number of days indicated. The absence of a written appeal at any subsequent level shall be considered as waiving the right to appeal further.

**Appendices — Educator:**  
**Information and Resources to Support Effective  
Implementation**

# Appendix G: Sample Reflection Questions – Educator

## Self-Reflection Sample Questions

- Thinking about the success and challenges you may have encountered last year, or at the start of this year, what questions do you have about teaching and learning? What new learning might you want to explore to inform your understanding of these questions and professional practice?
- In reviewing the rubric, what areas emerge as opportunities for your professional learning and practice?
- Based on your current students'/adult learners' strengths and needs, what new learning might you explore to address the needs?
- Based on knowledge of your students/adult learners, and/or knowledge of school/program goals, are there any new strategies or methods you'd like to explore and implement this year?
- How do you see yourself contributing to the school or district's mission, vision, and/or Portrait of a Graduate and what strategies can you learn more about to support that focus?
- What are you considering for your learning goal?
- What will it look like when you achieve your goal?

## Professional Learning and Action Questions

### Indicators of Success

- What question will you focus on to address your goals?
  - What are the criteria for an accomplished practice?
  - How do you plan to collect and analyze evidence to assess progress toward your goals?
  - What research/professional readings might you explore to support your professional learning and achieve your goal?
  - What specific professional learning might you need to achieve your goal?
  - What support might you need from your colleagues, supervisor, others? How frequently?
  - How might you apply your learning to practice? How often?
- 
- What evidence might you collect and analyze to understand progress toward your goal? Quantitative or qualitative or both?
  - What ways would you like me as your evaluator to collect data/evidence for feedback?
  - From how many different situations should we examine data/evidence?
  - What are the advantages and disadvantages of the identified evidence?
  - How will the data help us to analyze your practice?
  - What is your timeline for collecting this evidence and measuring impact?
  - What are the anticipated challenges or obstacles, and how do you plan to address them?
  - How might you communicate/share your professional learning to your colleagues or families?
  - What opportunities for professional learning do you believe would be beneficial for your growth as an educator?
  - In what ways can we encourage collaboration and communication among colleagues to promote a culture of sharing best practices?

### **Analysis of Evidence**

- What do you observe in your evidence?
- What patterns, themes, or outliers do you notice?
- What does the evidence say about how you are doing in relation to your goal and indicators of success?
- Based on the evidence and your practice overall, what are your strengths?
- In what aspect do you want to continue to grow or refine your knowledge, skill, practice?

### **Learning Reflection and Next Steps**

- What is clear to you now?
- What are you learning?
- What do you understand now that you didn't understand as clearly before?
- How will this learning influence future actions?
- What is a single sentence conclusion that represents your learning?
- Under what circumstance might this conclusion not be true?
- What are ways you continue to refine your practice?
- What more do you want to learn and practice?
- How might you accomplish that? What is your next plan?
- What resources and support do you want or need?
- Once learning has been implemented: What effect did the learning have on practice, students?

### **Reflect on the Feedback Process**

- In what ways did my engagement with you support your learning?
- What did I do as a learning partner that helped you as a learner and how did it help?

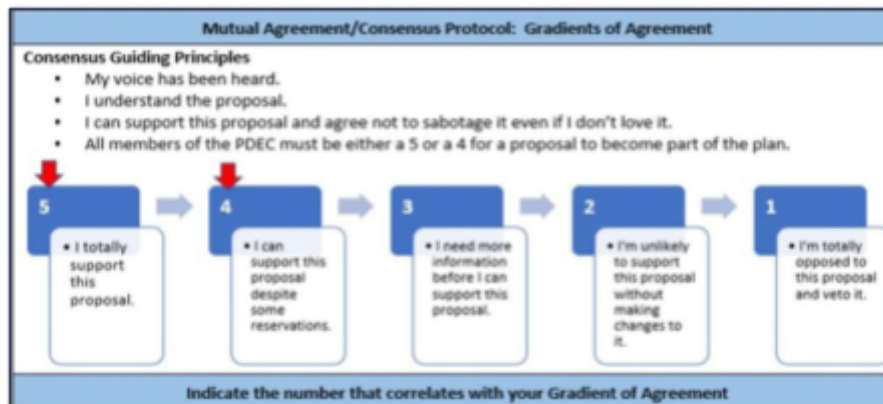
## Appendix H: Growth Criteria and Sources of Evidence – Educator

Growth Criteria	Possible Sources of Evidence
<p><b>Development of New Learning and Impact on Practice</b></p> <ul style="list-style-type: none"> <li>• Educator can demonstrate how they develop new learning within the continuous learning process through multiple sources (e.g. analyzing students learning, observational feedback, etc.) and how they used their new learning to improve practice aligned to their continuous learning process goal/strategy focus.</li> </ul> <p><b>Impact on Students</b></p> <ul style="list-style-type: none"> <li>• Educator can demonstrate how they positively impacted student learning within the continuous learning process using example evidence and can articulate connections/rationale between the improved learning and their own changes in practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Required observational evidence</li> <li>• Required student learning evidence aligned to high-leverage indicator focus</li> <li>• Implementation plans/lesson plan(s)</li> <li>• Educator learning logs/impact on practice reflection</li> <li>• Educator created learning materials</li> <li>• Evidence from Observation of Educator Practice</li> <li>• Numeric information about schedule, time, educator practice, student participation, resource use, classroom environment, frequency of meetings/communications, etc.</li> <li>• Educator and/pr student self-reflection</li> <li>• Student learning artifacts</li> <li>• Mastery-based demonstrations of achievement</li> <li>• Observational evidence of students' words, actions, interactions (including quotations when appropriate)</li> <li>• Rubrics, interim or benchmark assessments, other assessments</li> <li>• Other artifacts/sources</li> </ul>

## Appendix I: General Glossary – Educator

**consensus protocol:** Consensus decision-making is a creative and dynamic way of reaching agreement in a group. Instead of simply voting for an item and having the majority getting their way, a consensus group is committed to finding solutions that everyone actively supports — or at least can live with.

By definition, in consensus no decision is made against the will of an individual or a minority. If significant concerns remain unresolved, a proposal can be blocked and prevented from going ahead. This means that the whole group has to work hard to find win-win solutions that address everyone's needs.



From *Consensus decision making*. Seeds for Change. (n.d.).

<https://www.seedsforchange.org.uk/consensus>

**continuous learning process:** The continuous learning process is a cycle of feedback, reflection, goal setting, opportunities for professional learning, feedback from observations (peers or evaluators), and a collection of multiple measures of evidence. There are multiple models of continuous learning including, but not limited to:

- The Supporting Teacher Effectiveness Project (STEP)
- [Massachusetts Department of Elementary and Secondary Education 5-Step Cycle and Model System for Educator Evaluation](#)
- Ohio Department of Education - [Ohio Teacher Evaluation System \(OTES 2.0\) Framework](#)
- [Tennessee Educator Acceleration Model](#)
- Connecticut TEAM Model (CAPA)

**Corrective Support Plan:** A pattern of persistent lack of growth and reflection or resistance to growth-oriented feedback should lead to advancing levels of support with a defined process for placing an educator on a Corrective Support Plan with indicators of success for transitioning out of it. The Corrective Support Plan shall be developed in consultation with the educator and their exclusive bargaining representative for certified teachers chosen pursuant to C.G.S. §10-153b. Corrective Support Plans shall include clear objectives specific to the well documented area of concern; resources, support, and interventions to address the area of concern; timeframes for implementing the resources, support, and interventions; and supportive actions from the evaluator.

**check-ins:** Formal or informal meetings or conferences held in the spirit of collaboration between the leader and evaluator and to engage in reciprocal dialogue regarding what is happening in one's practice at that moment in time including goal(s), professional learning, multiple and varied forms of quantitative and qualitative evidence, adjustments, and next steps (i.e., classroom/school/building or district). During each school year, a minimum of three check-ins provide an opportunity for discussions to set and adjust goals, celebrate growth and positive impact, identify needs, assess and discuss evidence of learning, and next steps in one's learning.



**community:** A school community typically refers to the localized group of students, educators, parents, and staff within a specific school, fostering a sense of belonging and shared objectives within that school.

A district community encompasses a broader scope, involving multiple schools within a school district, and often includes administrators, teachers, students, and families collaborating across various educational schools and programs within that district. The district community addresses overarching educational policies, resource allocation, and coordination among multiple schools and programs to promote consistent and effective education across a larger administrative unit.

**dispute resolution:** A process for resolving disputes in cases where the evaluator and educator being evaluated cannot agree on goals/objectives, the evaluation period, feedback, or the professional learning plan or other outcomes of the evaluation process.

**evidence:** Evidence collected and presented as a part of the evaluation system may include (but is not limited to) artifacts, observations of practice, student feedback, and reflections of the educator on student learning, growth, and achievement as part of the educator feedback process.

**feedback:** “Feedback is defined as a dynamic, dialogic process that uses evidence to engage a learner, internally or with a learning partner, in constructing knowledge about practice and self. Its primary purpose is learning that guides change” (Killion, 2019).

Quality Feedback:

- Is based on multiple and varied quantitative and qualitative indicators of evidence, standards, and goal(s)
- Is personalized
- Is learning-focused or growth-oriented
- Provides questions for reflection to refine or revise strategies
- Expands understanding of one’s experiences and their implications for future experiences
- Provides reflective opportunities to rework, refine, and reorder knowledge, attitudes, skills, and/or practices
- Is timely, frequent, and reciprocal

From Killion, J. (2019). *The feedback process: Transforming Feedback for Professional Learning*. Learning Forward.

**formal observations:** A formal observation is a structured and planned process of watching, assessing, and evaluating an educator’s performance. This typically includes a pre-conference and post-conference and results in a written evaluation within five school days.

**goals and standards:** Goals and standards should be based on an evidence based, high leverage strategy or practice aligned with professional practice standards and consistent with the goals of the district. Clear alignment between district, school, and certified staff goals (departments, grade-level teams, or collaborations) improves the collective effectiveness of professional practice.

**growth criteria:** Successful completion of the Continuous Learning Process, supported with evidence that includes the impact the educators’ new learning had on their practice/goal, along with a reflection on challenges and next steps, and the impact the educators’ new learning and practice had on student learning, growth, and or achievement, supported by evidence.

**high leverage goal:** High leverage goals are based on professional practice standards and are transferable across roles, disciplines, and positions and aligned to a strategic focus (i.e., a portrait of a graduate). They address strategies for developing conceptual understanding and have a high standard deviation effect size (Hattie 2009).

**informal observations:** An informal observation is an unplanned visit intended to evaluate educator performance. This typically includes either verbal or written feedback provided to the educator within five school days.

**leader:** A leader is defined as someone in a leadership position who has attained the 092 certification. This may include superintendent, principal, dean of students, assistant/vice principal, pupil services director, department chair. This is not an exhaustive list, rather to illustrate the definition. Superintendents will confirm district leaders with evaluation roles.

**multiple measures:** Can include, but is not limited to, student learning, educator learning, cultural changes, growth, and achievement as mutually agreed upon during the goal-setting process and may include additional evidence relative to one or more competencies.

**mutual agreement:** An agreement or condition that is reciprocal or agreed upon by all parties.

**organizational health:** Organizational health in schools and districts means how well the whole school system is functioning. It encompasses various interconnected elements that contribute to a positive and thriving learning environment, including leadership, culture and climate, communication, professional learning, resource management, collaboration and teamwork, student-centered focus, continuous improvement, community engagement, and innovation.

**PDEC (Professional Development and Evaluation Committee):** The Professional Development and Evaluation Committee serves as the collaborative decision maker to create, revise, and monitor the evaluation and support program for the district, as well as the professional learning plan for certified employees of the district.

**professional learning:** Professional learning and growth are centered around accelerating personal and collective learning and closing the knowing-doing gap for leaders and educators. This includes co-designing interactive, sustained, and customized learning growth opportunities that are grounded in the evidence that is most needed and most effective. See also [Glossary of Professional Learning Opportunities](#).

**review of practice:** Reviews of practice are non-classroom observations and may include, but are not limited to, observation of delivery of professional learning, data team meetings, observations of coaching/ mentoring sessions, review of educator work and student work, or review of other educators' artifacts.

**rubric:** A rubric is a systematic and standardized tool, designed as a continuum, and is used to communicate the performance of educators based on specific criteria. It can be used to evaluate a single criterion to emphasize specific expectations and provide targeted feedback for improvement. It can encourage a growth mindset.

**single point competency:** A description of a standard of behavior or performance that represents the enduring understanding of content and skill from a specific domain that is framed only as a single set of desired outcomes rather than laid out across a rating or scale of performance.

**student outcomes:** Student outcomes include multiple measures of student learning, growth, and achievement as mutually agreed upon during the goal setting process.

#### **tiered support:**

##### **Tier 1**

It is the expectation that all educators consistently access opportunities for professional growth within their district. Tier 1 supports are broadly accessible professional learning opportunities for all, inclusive of, but not limited to, collegial professional conversations, classroom visits, available district resources (e.g., books, articles, videos etc.), formal professional learning opportunities developed and designed by your district PDEC, and other general support for all educators (e.g., instructional coaching). These resources should be identified through a goal setting process by mutual agreement.

**Tier 2**

In addition to Tier 1, Tier 2 supports are more intensive in duration, frequency and focus (e.g., attending a workshop, observation of specific classroom practices, etc.) that can be either suggested by the educator and/or recommended by an evaluator.

**Tier 3**

Tier 3 supports are responsive to previously discussed concerns and are assigned by an evaluator. Tier 3 supports have a clearly articulated area of focus, duration of time, and criteria for success, and may include a decision to move to a Corrective Support Plan.

## Glossary of Professional Learning Opportunities-Educator

High quality professional learning enhances both educator practice and outcomes for each and every student. High quality professional learning integrates research on effective adult learning and uses interactive, flexible designs to achieve intended outcomes.

**advanced coursework:** Courses offered at a college, university, or other institution, in person or online, which further educator skills and/or provide professional training.

**case study:** A team that engages in a case study using information in a student's cumulative folder or other documented information with the intention of determining next steps, i.e., IEP review or attendance records.

**coaching:** A process based on trust in which professional colleagues work together to reflect on current practices; expand, refine, and build new skills; share ideas; teach one another; conduct classroom research; or solve problems.

**examination of student work:** Individuals or groups of educators review samples of work from various students. They identify strengths, areas for improvement, and design instructional plans as a result of the examination.

**job-embedded:** Any activity that is tied in with authentic classroom practice. May include, but is not limited to:

- Examining student data
- Mentoring
- Book study (see below)
- Co-planning
- Investigating print and online resources
- Self-reflection
- Visitations/observations within a school

**lesson study:** Groups of teachers planning a lesson, observing one present the lesson, and then reflecting on it afterwards.

**mentoring:** A relationship between a less experienced educator and a more experienced mentor, in which the mentor provides guidance and feedback regarding practice.

**peer observation:** An opportunity for teachers to observe each other during classroom instruction. Teachers may want to observe peers to see a new teaching strategy in action, learn a new model of instruction, or analyze classroom processes and procedures.

**personal professional reading:** Individual, self-driven reading and processing of texts, in order to improve one's own teaching practice.

**professional literature study:** Structures and collaborative processes in which individuals or groups of professionals engage in the examination and discussion of a relevant and informative text. The purpose of this study is to promote continuous learning, professional development, and the exchange of ideas and best practices within a specific field or industry. By engaging in a professional book study, individuals can deepen their understanding of key concepts, stay current in their field, and enhance their ability to apply new knowledge to their professional practice. This collaborative and structured approach to learning helps foster a culture of continuous improvement and professional growth within a community of practitioners.

**protocols:** A learning tool that is rule-based. Often implemented to aid in new learning for groups or individuals. May include article discussions, case studies, book reviews, and other procedures used in its workshops and other learning designs.

**school visits:** Observation of practice or teaching at a different school or institution to gain new knowledge, ideas, or activities.

**student shadow:** Follow a particular student during the academic day for a designated time, for a particular identified purpose, i.e., engagement.

**walkthroughs:** A team of leaders who visit classrooms to find evidence for a particular problem of practice. This evidence is reviewed, and next steps are determined as a result of this practice.

**web-based learning:** Use of online resources or learning activities to develop new learning or techniques for the classroom.

**workshops:** Meetings where participants are involved in group discussions or learning experiences and are normally organized around one or more theme areas. Workshops allow participants with differing values and priorities to build a common understanding of the problems and opportunities confronting them. May take place at school or outside.

## Appendix J: Continuous Learning Process – Educator

### Evaluation Orientation

Orientation to Educator Evaluation was completed on:

Date

*Non-negotiable Process Element of the CT Guidelines (2023)*

Download these Educator Evaluation Forms. You will need to make a copy before filling in.



[Educator Goal-Setting Form](#)



[Educator Mid-Year Check-In Form](#)



[Educator End-of-Year Self-Reflection Form](#)



[Educator End-of-Year Conference Form](#)



[Educator Observation Form](#)



[Educator Corrective Support Plan](#)



[SPS Teacher Single Point Rubric](#)



[SPS Student Support Staff Single Point Rubric](#)



[SPS Teacher Leader Single Point Rubric](#)

## Process – Educator

### Appendix J: Continuous Learning

### Educator Information

Name:	Location:
<p><b>Select One:</b></p> <p><input type="checkbox"/> <b>Non Tenured Track</b>  <i>*New to Profession (first four years), New to LEA (first two years), New to role within district (first year)</i></p> <p><input type="checkbox"/> <b>Professional Track Cycle 1</b>  <i>*Educators who have successfully completed Cycle 1            1 Year</i></p> <p><input type="checkbox"/> <b>Professional Track Cycle 2</b>            2 Years</p>	<p><b>Select One:</b></p> <p><input type="checkbox"/> Individual goal</p> <p><input type="checkbox"/> Collaborative goal</p> <p><i>Decided upon mutual agreement.</i></p>
<p><b>Single Point Rubric:</b></p> <p><a href="#">Shelton Teacher Single Point Rubric</a></p> <p><a href="#">Shelton Teacher Leader Single Point Rubric</a></p> <p><a href="#">Shelton Student Support Services Single Point Rubric</a></p>	



[Download this form](#)

<b>Beginning-of-the-Year Goals and Planning</b>	
<b>Self-Reflection</b>	
<p><i>Completed by Educator</i>  <a href="#">See Sample Reflection Questions</a></p>	
<p>Capture your self-reflection here; consider using the Sample Questions linked above to guide your thinking.  <a href="#">See Examples of Evidence Types</a></p>	
<b>Goal, Rationale, Alignment and Professional Learning Plan</b>	
<p><i>Completed by Educator</i></p>	
<p>Based on your analysis above, what is/are your goal(s)? Include a rationale for the length of your goal (1, 2, 3 year).</p>	
<p>What evidence of leader learning, educator and/or student growth and achievement, and/or organizational measures will you use to reflect, monitor, and adjust your goal? What is your learning plan to support achieving your goal?            See <a href="#">professional learning and action questions</a> to guide your plan.</p>	
<p>For multi-year goal(s), what might be the potential focus of years 2 and 3 (to be revisited and revised annually and as needed throughout the learning process)?</p>	
<p>In what ways might this goal(s) contribute to the school and/or district's vision, mission, and strategic goals?</p>	

**Goal Setting Conference**

Completed by Evaluator (By the first day of school in November) Date

<b>Notes:</b>	<b>Supports Required/Suggested</b> •
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***Planned Observation of Professional Practice***

*Non-negotiable Process Element of the CT Guidelines (2023)*

[Observation of Professional Practice - Required](#)

<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>





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## Midyear Check-in: Reflection, Adjustment(s), and Next Steps

*Completed by Educator*

*Non-negotiable Process Element of the CT Guidelines (2023)*

[See Sample Reflection Questions](#) and [Professional Learning and Action Questions](#)

What has been your progress to date on your professional learning and how do you know?

### Self-Reflection:

### Links to Evidence:

## Midyear Conference

*Completed by Evaluator (by the first day of school in March)*

Date

**Feedback to Educator** (Feedback regarding progress on professional learning and progress toward goal(s). Include change in tiered supports, if recommended.):

**Evaluatee Signature**

**Date:**

**Evaluator Signature**

**Date:**

[Observation of Professional Practice - Required](#)

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## End-of-Year Reflection and Feedback Process

*Non-negotiable Process Element of the CT Guidelines (2023)*

### Self-Reflection

*Completed by Educator*

[See Sample Reflection Questions & Professional Learning and Action Questions](#)

What impact did your new learning have on your practice/goal(s), and how do you know?

What impact did your new learning and practice have on your student learning, growth, and/or achievement, and how do you know?

What challenges did you encounter and what are your next steps with your professional learning?

#### Self-Reflection:

#### Links to Evidence:

<h2 style="margin: 0;">End-of-Year Conference</h2> <p style="margin: 0;"><i>Completed by Evaluator (Completed five school days before the end of the school year)</i></p> <p style="margin: 0;"><b><u>Date</u></b></p>	
<h3 style="margin: 0;">Summative Feedback and Growth Criteria</h3> <p style="margin: 0;"><i>Completed by Evaluator</i></p> <p style="margin: 0;"><a href="#">See appendix for full description</a></p>	
Summative Feedback	
Development of new learning and impact on practice related to goal(s).	
Impact on student learning, growth, and achievement	
<b>Successful Completion of the Evaluative Cycle</b>	<ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
<b>Supports Required/Suggested</b> <i>Are tiered supports required above and beyond tier 1 (included in feedback above)?</i> <ul style="list-style-type: none"> <li>• Not applicable</li> <li>• Tier 2 (Specify below)</li> <li>• Tier 3 (Specify below)</li> </ul>	If Tier 2 and/or Tier 3, please specify strategies:
<b>For multi-year goals only:</b> <ul style="list-style-type: none"> <li>• What adjustments are needed to the goal(s)?</li> <li>• Why?</li> <li>• How might adjustments impact the timing of the goal(s)?</li> </ul>	<ul style="list-style-type: none"> <li>• Educator will continue multi-year goal.</li> <li>• Educator will adjust multi-year goal.</li> <li>• Educator completed multi-year goal. Notes:</li> </ul>
<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>

## Appendix K: Observation/Site Visit Forms – Educator

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<b>Educator Evaluation Observation – Required</b>	
<b>Name:</b>	<b>Time/Location:</b>
<b>Grade/Role:</b>	<b>Discipline/Focus:</b>
<input type="checkbox"/> Non Tenured Track (Pre-/Post-Conference Required) <input type="checkbox"/> Professional Track Cycle 1 (Post-Conference Required) <input type="checkbox"/> <i>Additional Observation of Professional Practice (Pre-/Post-Conference Optional)</i>	
<b>Pre-Observation</b> <i>Completed by the Educator (as needed/required)</i>	
Lesson Plan/Meeting Plan	<i>Upload and provide hyperlink here</i>
Pre-Conference Notes including the identified competency focus for the observation	
<b>Observation Evidence</b> <i>Completed by the Evaluator</i>	
<b>Post-Observation Reflection</b> <i>Completed by the Educator</i>	
What worked and how do you know?	
What didn't work and how do you know?	
What have you learned (about your practice and your learners based on what evidence) and how will you apply that learning in the future?	
<b>Post-Observation Conference Feedback</b> <i>Completed by the Evaluator</i>	

<b>Evidence of Strengths</b>	<b>Single-Point Competencies</b> <i>Completed by the Evaluator</i>	<b>Evidence for Growth and/or Next Steps</b>
	<a href="#">Shelton Teacher Single Point Rubric</a>  <a href="#">Shelton Teacher Leader Single Point Rubric</a>  <a href="#">Shelton Student Support Services Single Point Rubric</a>	

<b>Evaluatee Signature</b>	<b>Date:</b>
<b>Evaluator Signature</b>	<b>Date:</b>

# Appendix L: Corrective Support Plan – Educator Individual Educator Improvement Action Plan

Check which applies

- Structured Assistance - Level I**
- Intensive Assistance - Level II**

Evaluatee \_\_\_\_\_ School \_\_\_\_\_

Evaluator \_\_\_\_\_ Date \_\_\_\_\_

1. **Identification of performance deficiency** - Reference *Shelton’s Teacher Evaluation Plan, Connecticut Common Core of Teaching, Connecticut Code of Professional Responsibility for Teachers.*
2. **Action Plan** - Include specific timeframe and support system.

Procedure	Timeframe	Supports
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### 3. Formal Observations

Evaluator: \_\_\_\_\_

Additional Administrator/Supervisor: \_\_\_\_\_

#### Observation I

Pre-Conference \_\_\_/\_\_\_/\_\_\_  
 Observation \_\_\_/\_\_\_/\_\_\_  
 Post Conference \_\_\_/\_\_\_/\_\_\_

#### Observation II

Pre-Conference \_\_\_/\_\_\_/\_\_\_  
 Observation \_\_\_/\_\_\_/\_\_\_  
 Post Conference \_\_\_/\_\_\_/\_\_\_

4. Evaluator’s Comments
  
5. Evaluatee’s Comments
  
6. Evaluator’s Recommendation (Check One)

#### Level I

- Return to *Professional Growth Phase*
- Enter *Intensive Assistance Plan*

#### Level II

- Return to *Professional Growth Phase*
- Notify Superintendent of failure to correct area(s) of concern or deficiency

Signatures indicate recommendation has been discussed.

Evaluatee’s Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator’s Signature: \_\_\_\_\_

Date: \_\_\_\_\_

