

5D+ Dimensions & Teacher Evaluation Process Information

The Avondale teacher evaluation process will be determined by two components:

- Tool: 5D+ Dimensions of Teaching and Learning Rubrics
Components (NEW: Total 60%):
 - Purpose
 - Student Engagement
 - Curriculum and Pedagogy
 - Assessment for Student Learning
 - Classroom Culture and Environment
 - Professional Collaboration and Communication

- Student Growth and Assessment Data (NEW: Total 40%)
Based on teacher evaluation legislation (MCL 380.1249), this component will comprise 40% of the overall effectiveness rating. Local, district, state or national student data will be utilized.

In collaboration with teachers, administrators and consultants from Oakland Schools, the district is exploring options to determine the most concise, effective and equitable approach to the state required student growth component of the educator evaluation law. We understand that this can potentially be a stressful matter for our Avondale educators. We will provide information and direction in the near future. Growth plans will be finalized by administrators after the student growth data component is entered. At this time, teachers will not need to complete the student data growth component in this section of the growth plan. More information will be shared.

Timeline 2018-2019

<p>Teachers complete self-assessment and growth plan in Pivot Due By September 28th</p> <p>The self-assessment should be completed for ALL 6 dimensions. In collaboration with building leaders, teachers will determine 3 areas of focus across 2-3 dimensions (professional goals). *Purpose Dimension: 1 Focus Area *Assessment for Student Learning Dimension: 1 Focus Area *3rd Area of Focus is determined by the teacher or building administration.</p>
<p>Pre-Inquiry Conferences and Formative Observations (3-6 observations for the school year) Can Start on September 4th</p>
<p>Mid-Year Post Inquiry Cycle Conference December 2018 – January 2019</p>
<p>Year End Post Inquiry Cycle Conference April 2019 - May 2019</p>
<p>Evaluation Process Completed and Finalized By May 31st</p>

Teacher Professional Goals = Areas of Focus & Growth Plan

1st Step: Complete Self-Assessment

Teachers' areas of focus (professional goals) will be generated from a self-assessment, knowledge of students and school/district improvement plans. In September, teachers will take a self-assessment to evaluate instructional practices using 5D Instructional Framework and the 5D+ Teacher Evaluation Rubrics. The self-assessment should be completed for **ALL SIX (6)** of the dimensions. This assessment will assist teachers in identifying areas of focus. *Which indicators are your strengths? What are your learning and professional growth opportunities?*

2nd Step: Create Professional Growth Plan

Following the self-assessment, teachers can start to develop a growth plan. This growth plan will be shared and discussed with the building leader (evaluator) during the pre-inquiry conference. **Growth plans will be finalized by administrators after the student growth data component is entered. At this time, teachers will not need to complete the student data growth component in this section of the growth plan. More information will be shared.**

In collaboration with building leaders, teachers will determine 3 areas of focus across 2-3 dimensions (professional goals) for the school year.

Teachers must complete the following:

- **Purpose Dimension: 1 Focus Area**
- **Assessment for Student Learning Dimension: 1 Focus Area**
- **3rd Area of Focus is determined by the teacher or building administration.**

During the pre-inquiry conference, the teacher and evaluator will:

- Analyze evidence to identify an area of focus. Based on the responses in the self-assessment, what are the areas of focus? What evidence will be collected?
- Ensure alignment between self-assessment, building/district goals, and strengths/needs of students.
- Set instructional practice goals and set student learning goals.
- Identify a series of action steps, as well as administrative support to develop the instructional practice identified.
- Describe concrete instructional moves that are specific, actionable and achievable to strengthen area of focus and improve student learning.

Classroom Observations

- **3-6** unannounced observations throughout the school year, 10-15 minutes (1-2 Fall and 1 -2 Winter/Spring)
- Scripting and evidence collected by the evaluator
- Should lesson plans be requested, please upload and submit within 48 hours to Pivot.

Pivot

Pivot is a web based portal that will record and track the observation and evaluation process. This online tool will be used to collect evidence, provide feedback and record responses. Pivot provides an opportunity for online two-way communication between the teacher and the building leader. **See following pages for "How To" guides for Pivot.** These guides will help you with logging in, changing your password, completing the self-assessment and creating the growth plan.



Directions For: Location of Website, Logging In, & Changing Your Password

Website: <https://avondale.five-starpivot.com>

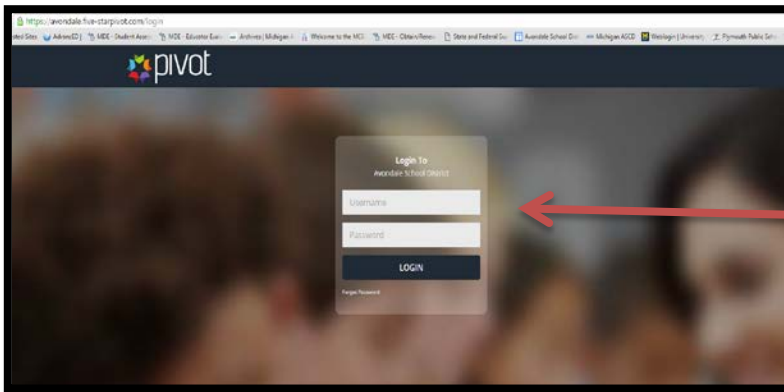
Log In information:

Username: Your Avondale District Email

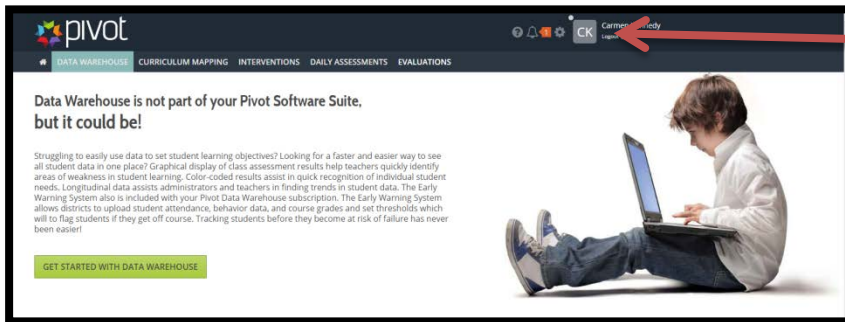
Example: Micky.Mouse@avondale.k12.mi.us

Temporary Password: Changeme!

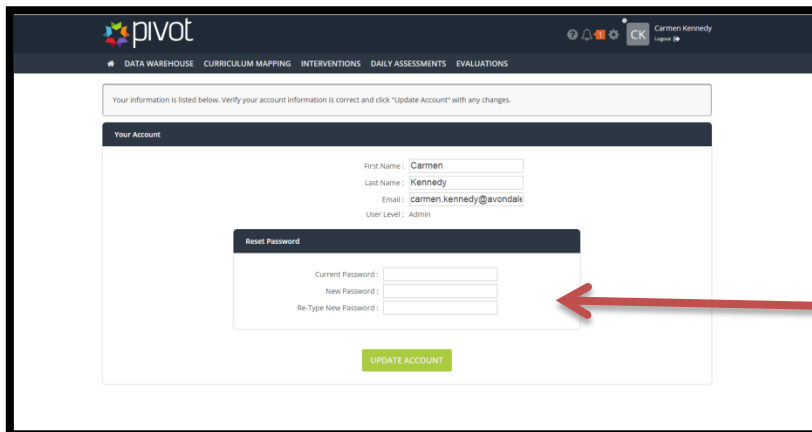
***You will need to log in and change your password.



Pivot Log In Page



Click on your initials.



Change your password.



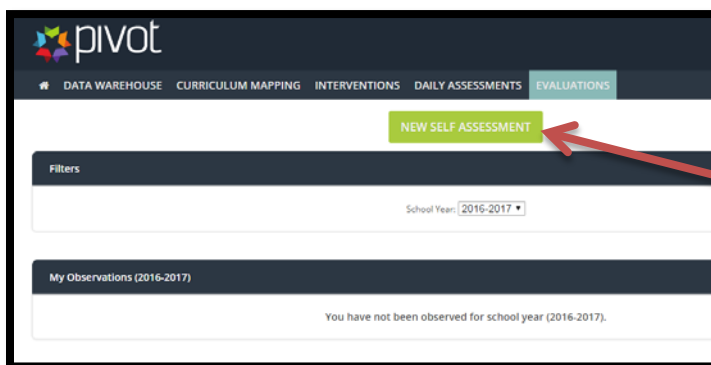
Directions For: Accessing Your Self-Assessment

Step 1: Click on “Evaluations” tab to access the self-assessment. Then click on “My Evaluations” in the drop down menu.



Click on “Evaluations” Tab.
Then click on “My
Evaluations” in the drop
down menu.

Step 2: Click on “New Self-Assessment” Tab



Click on
“New Self-Assessment” Tab

Step 3: Click on the drop down menu. Select “5D+ Rubric for Instructional Growth and Teacher Evaluation v.3”
Choose a dimension and get started! OR You can click on all the boxes to see all of the dimensions as tabs on the next screen and get started! Remember: You will need to complete the self-assessment for all dimensions.

DATA WAREHOUSE CURRICULUM MAPPING INTERVENTIONS DAILY ASSESSMENTS EVALUATIONS

Start Self Assessment

STEP 1: Choose a Rubric to use.

Choose a Rubric

STEP 2: Choose the Dimensions you want to observe with.

Select a Rubric first

Click on drop down menu
(Choose a Rubric)
and select “5D+ Rubric for Instructional Growth and Teacher Evaluation v.3”

Start Self Assessment

STEP 1: Choose a Rubric to use.

5D+™ Rubric for Instructional Growth and Teacher Evaluation v.3

STEP 2: Choose the Dimensions you want to observe with.

- Purpose
- Student Engagement
- Curriculum & Pedagogy
- Assessment for Student Learning
- Classroom Environment & Culture
- Professional Collaboration & Communication

Choose a dimension
and get started!
OR
You can click on all the
boxes to see all of the
dimensions as tabs on
the next screen.

Remember: You will
need to complete the
self-assessment for all
dimensions.

Step 4: Select the performance level you think you are at now in your professional practice. Feel free to add comments.

DATA WAREHOUSE CURRICULUM MAPPING INTERVENTIONS DAILY ASSESSMENTS **EVALUATIONS**

Collect Evidence Code Evidence Rate Competency Review

Staff Member Henry Pierce (demoteacher-midemo@five-startech.com)
Observation Timer **▶ START TIMER**

1.P. Purpose 2.SE. Student Engagement 3.CP. Curriculum & Pedagogy 4.A. Assessment for Student Le... 5.CEC. Classroom Environment &...
6.PCC. Professional Collaborat...

1.P.1 Learning target(s) connected to standards

1.P Purpose Staff Member Henry Pierce

1.P.1 Learning target(s) connected to standards

SELECT Distinguished »
SELECT Proficient »
SELECT Basic »
SELECT Unsatisfactory »

NO RATING SELECTED

Scripting Notes
No Scripting notes found!

Comments

Example of screen -
Self-Assess!
Click on the
performance level you
think you are at now in
your professional
practice. Feel free to
add comments.

Step 5: Once you have selected the performance level, click “previous” or “next”.

DATA WAREHOUSE CURRICULUM MAPPING INTERVENTIONS DAILY ASSESSMENTS **EVALUATIONS**

Collect Evidence Code Evidence Rate Competency Review

Staff Member Henry Pierce (demoteacher-midemo@five-startech.com)
Observation Timer **▶ START TIMER**

1.P. Purpose 2.SE. Student Engagement 3.CP. Curriculum & Pedagogy 4.A. Assessment for Student Le... 5.CEC. Classroom Environment &...
6.PCC. Professional Collaborat...

1.P.1 Learning target(s) connected to standards

1.P Purpose Staff Member Henry Pierce

1.P.2 Lessons connected to previous and future lessons, broader purpose and transferable skill

SELECT Distinguished »
SELECTED Proficient »
SELECT Basic »
SELECT Unsatisfactory »

CLEAR SELECTION

Scripting Notes
No Scripting notes found!

Comments

◀ PREVIOUS NEXT ▶

Once you have selected
the performance level,
click “previous” or “next”.

Step 6: This is an example of what the assessment looks like when it is completed. When you are finished, you can select one of the options.

	Distinguished	Proficient	Basic	Unsatisfactory
6.PCC.1 Collaboration with peers and administrators to improve student learning		✓		
6.PCC.2 Communication and collaboration with parents and guardians	✓			
6.PCC.3 Communication within the school community about student progress		✓		
6.PCC.4 Support of school, district and state curricula, policies and initiatives			✓	
6.PCC.5 Ethics and advocacy		✓		

[RETURN](#) [PRINT OPTIONS](#) [DELETE SELF ASSESSMENT](#)

This is an example of screen when assessment is completed. When you are finished, you can select an option.



Directions For: Creating Your Growth Plan

Step 1: Click on “Evaluations” tab to access the growth plan. Then click on “Growth Plan” in the drop down menu. Then, click on the green box that is labeled “Set My Growth Plan”.

The screenshot shows the 'EVALUATIONS' tab selected in the top navigation bar. Below the navigation bar, there is a message: "As a Teacher you can create your Growth Plan by clicking on the 'Set My Growth Plan' button below. You'll then fill out the Growth Plan form and submit for approval from your evaluators." Below this message is a 'Filters' section with a 'School Year' dropdown menu set to '2016-2017'. The main content area is titled 'My Growth Plan's (2016-2017)' and contains a table with columns for Action, Date, Teacher, Plan Name, School Year, and Status. A green button labeled 'SET MY GROWTH PLAN' is positioned above the table. A red arrow points from the 'EVALUATIONS' tab to the 'SET MY GROWTH PLAN' button.

Action	Date	Teacher	Plan Name	School Year	Status
	06/09/2016 2:05pm	Henry Pierce	Rebecca Reed	2016-2017	Not Finished
	06/09/2016 2:05pm	Henry Pierce	Anna Austin	2016-2017	Not Finished
	06/09/2016 2:05pm	Henry Pierce	Kelle Ransler	2016-2017	Not Finished
	06/13/2016 12:51pm	Henry Pierce	MW growth plan	2016-2017	Not Finished
	07/26/2016 10:05am	Henry Pierce	Professional Growth Plan	2016-2017	Pending Approval
	08/03/2016 11:44am	Henry Pierce	Bryan Zocher 1617 growth plan	2016-2017	Not Finished
	08/19/2016 1:33pm	Henry Pierce	My Growth Plan	2016-2017	Not Finished
	08/22/2016 1:24pm	Henry Pierce	HP SEM 1 Growth plan	2016-2017	Not Finished
	08/30/2016 11:28pm	Henry Pierce	2016-2017 AMP	2016-2017	Not Finished

Click on “Evaluations” tab to access the growth plan. Then click on “Growth Plan” in the drop down menu. This is the screen that will appear.

Then, click on the green box that is labeled “Set My Growth Plan”.

Step 2: Start to complete the different sections. Remember you will need to determine 3 areas of focus across 2-3 dimensions (professional goals) for the school year. In the areas of focus section, click on the drop down menu to select the dimension and indicator. You can add additional goals and areas of focus. Select an option at the bottom of the screen to move forward or close out the session.

Growth Plan Information

Growth Plan Name:

Teacher: Henry Pierce

School Year: 2016-2017

Growth Plan General Comments:

Start Date:

End Date:

Area Of Focus REMOVE

Rubric: 5D+™ Rubric for Instructional Growth and Teacher Evaluation v.3

Dimension: Purpose

Indicator: 1.P.1 Learning target(s) connected to standards

Comments:

Remember you will need to determine 3 areas of focus across 2-3 dimensions for the school year. In the areas of focus section, click on the drop down menu to select the dimension and indicator.

Goal REMOVE

Start Date:

End Date:

Goal:

Action Steps: Action 1 -
Action 2 -

Evidence of Achievement: This section will be reviewed in by the Teacher when Growth Plan has been Approved.

ADD ANOTHER GOAL ADD ANOTHER AREA OF FOCUS

CANCEL SAVE & FINISH LATER SAVE & REQUEST APPROVAL

You can add additional goals and areas of focus. Select an option at the bottom of the screen to move forward or close out the session.