District Specific Teacher Evaluation Training Plan

The following training was offered by authorized and licensed Center for Educational Leadership (CEL) trainers with all evaluators participating, as well as teacher representatives:

Stage I (March 14, 2016 at Jackson Area Career Center) – Introduced the 5 Dimensions of Teaching and Learning instructional framework, rubric and inquiry cycle.

Stage II (March 15, June 13 and 14, September 27 and October 25, 2016 at Jackson Area Career Center and KEC) – Developed and deepened knowledge of the 5D instructional framework, rubric and inquiry cycle. This included how to use Pivot to facilitate the work and gaining an understanding of the scoring methodology for summative evaluation.

Staff meetings are used to share the knowledge gained from these trainings with all staff.

Refresher training and training for new administrators will be scheduled and attended as needed.

District Specific Instructional Administrator Evaluation Training Plan

The following training was offered by the Michigan Association of School Administrators for all administrators who will evaluate or be evaluated using the School ADvance Instructional Administrator Evaluation System (August 10-11, 2016 at JACC):

- Introduction and overview of the School Advance Administrator Evaluation System
- Introduction to the full and summary Principal and District Leader rubrics
    - Matching the rubrics to job responsibilities and establishing priority performance areas
    - Beginning to identify performance evidence
    - Planning the evaluation cycle and formative and summative processes
    - Establishing a baseline self-assessment
    - Collecting and documenting performance evidence
    - Goal Setting, growth plans and performance conferencing
- Developing rater and inter-rater reliability
- Planning for implementation

Refresher training and training for new administrators will be scheduled and attended as needed.

District Specific Board/Superintendent Evaluation Training Plan

The Board of Education Training for evaluating the superintendent using the School ADvance Instructional Administrator Evaluation System (see above) was offered at our ISD on August 9, 2016.

Refresher training and training for new board members/superintendent will be scheduled and attended as needed.