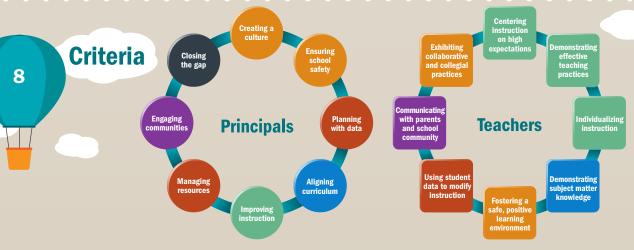
Teacher and Principal Evaluation in Washington

Improving Student Learning Through Improved Teaching and Leadership

6

Core Principles

- The critical importance of teacher and leadership quality
- The professional nature of teaching and leading a school
- The complex relationship between the system for teacher and principal evaluation and district systems and negotiations
- The belief in professional learning as an underpinning to the new evaluation system
- The understanding that the career continuum must be addressed in the new evaluation system
- The understanding that the system must determine the balance of "inputs or acts" and "outputs or results"



Culture • **Data** • **Content** • **Instruction** • **Community**

Focused Evaluation

Assesses one of the eight criteria using the district's instructional or leadership framework for purposes of professional growth and evaluation

Comprehensive Evaluation

Assesses all eight criteria using the district's instructional or leadership framework for purposes of professional growth and evaluation



The instructional and leadership frameworks have their own language connected with this cycle.



Instructional **Frameworks**

- Center for Educational Leadership's 5D+ Teacher Evaluation Rubric (Version 2.0)
- Charlotte Danielson's The Framework for Teaching
- Robert Marzano's Marzano Teacher Evaluation Model

2

Leadership Frameworks

- Association of Washington School Principals' The AWSP Leadership Framework
- Robert Marzano's Marzano School Leadership **Evaluation Model**

- Provides a common language for improving instructional and leadership practice
- Provides structure for broad professional development in schools or districts
- Provides levels of performance for self-assessment and for evaluation of practice

Implementation Calendar

2013-14

- District-designed gradual implementation plan
- All provisional and probationary teachers
- Principals in first 3 years or first year in new school

2014-15

- District-designed gradual implementation plan
- All provisional and probationary teachers
- Principals in first 3 years or first year in new school

2015-16

All teachers and principals on revised evaluation system









