

Draft Work Group Vision Statements

Guidelines

Observable, Will Actually Exist Within Our Influence Stated in Positive, Want More of A Descriptive Statement of 5-8 Words

May 2 Workgroup Statements (In Order of Votes)

- 10 Stickers—Multiple measures of evaluation to include self-evaluation, student surveys, etc.
- 8 Stickers—Intentional support. Embedded throughout the system.
- 7 Stickers—Efficient, manageable system that builds trust, credibility, and respect
- 6 Stickers—Consistent and transparent process
- 5 Stickers—Influence positively the political, national conversation away from judgment and blame
- 5 Stickers—Tool for impacting achievement gap
- 4 Stickers—Robust peer review process in which teachers are experts
- 4 Stickers—Financially sustainable
- 3 Stickers—Consistently standardized across state
- 3 Stickers—Flexible to meet changing needs
- 3 stickers—Result—Increased student growth
- 2 Stickers—Evidence-based continuous improvement model
- 2 Stickers—Robust professional development for all staff
- 1 Sticker—Professional level driven by and connected to what teachers do. Information and feedback informs instruction as well as evaluation. (This one was crossed off but still had a vote.)
- 1 Sticker—PLCs. Collegial conversations
- 1 Sticker—Reliable, usable, understandable for all districts
- 1 Sticker—Job embedded within the day
- 0 Stickers—Learning. Improvement and results while respecting students and supporting teaching
- 0 Stickers—Peer collaboration ongoing
- 0 Stickers—Flexibility. Licensure areas, geography
- 0 Stickers—Living and breathing
- 0 Stickers—Transparent growth model
- 0 Stickers—Clear
- 0 Stickers—Result—Professionals working together toward a common goal

Draft Vision Statement Based on Workgroup Statements and Vote Priorities

Our vision is a teacher growth and evaluation system that

- 1. Results in increased student growth and reduced achievement gaps;
- 2. Embeds intentional support and robust professional growth opportunities for teachers throughout the system;
- 3. Includes multiple measures of practice and effectiveness;
- 4. Builds trust, credibility, and respect; and
- 5. Is transparent, is efficient and manageable, is sustainable, and is consistent yet flexible enough to meet changing needs.

Draft Vision Statement Based on Feedback from May 24 Meeting

Our vision is a teacher growth and evaluation system that embeds support and professional growth opportunities for teachers throughout the system; includes multiple measures of practice and effectiveness; builds trust, credibility, and respect; is transparent, efficient, sustainable, and consistent yet flexible; and leads to increased student growth and reduced achievement gaps.

Note—It was also suggested that the language from statute be adopted as follows:

Our vision is an annual evaluation process for teachers that develops, improves, and supports qualified teachers and effective teaching practices and improves student learning and success.

Note—The following vision statement was drafted and shared by a work group member in response to the discussion on May 24:

Our vision is an efficient and manageable teacher growth and evaluation system that is credible and sustainable while being flexible enough to meet changing needs, that provides teachers with professional growth opportunities, and that results in increased student achievement and reduced achievement gaps as determined through the use of multiple measures of practice and effectiveness.