

Educator Growth and Evaluation

Spring District Informational Session

Agenda

- 9:00 a.m. Welcome, Agenda, Outcomes and Agreements
- 9:15 a.m. Pilot Processes and Updates
- 9:30 a.m. Active Implementation Frameworks: Implementation Teams
- 9:45 a.m. Active Implementation Frameworks: Implementation Stages
- Resource Jigsaw
- Practice Profiles
- 11:30 a.m. Lunch
- 12:00 p.m. Active Implementation Frameworks: Implementation Drivers
- Active Implementation Frameworks: Plan-Do-Study-Act Cycles
- 12:30 p.m. District Work Sessions
- 2:45 p.m. Spring District Action Plan—Implementation Planning
- 3:00 p.m. Adjourn

Session Outcomes

- Overview four Active Implementation Frameworks and identify district implications
- Review best practice resources for planning evaluation implementation
- Define practices for expected implementation
- Collaborate with district team, with other districts, and with MDE and service cooperative support staff to design processes and plan implementation

Session Key Questions and Activities

Active Implementation Frameworks—How will we implement evaluation models?

The Active Implementation Frameworks will help districts define *what* needs to be done (effective practices), *how* to establish what needs to be done in practice (effective implementation), and *who* will do the work to accomplish positive outcomes. In our context, *what* is defined by statute and the models districts use to develop and evaluate principals and teachers.

Resource Jigsaw—What are best practices?

To inform how your team will begin to define the critical practices for evaluation implementation, district teams will review selected, abridged resources about the work.

Practice Profiles—What do we want implementation to look like in our district?

Practice profiles are based on the work of the National Implementation Research Network (NIRN). They provide detailed descriptions of the necessary features for programs or initiatives. Participants will define the “look fors” for expected implementation. This work will prepare district teams to assess their models and implementation practices.

Implementation Drivers—How will we continuously improve our practices and implementation?

If practice profiles define what implementation should look like, implementation drivers define how the work can be continuously improved. Each driver, when adjusted, impacts outcomes and the experiences of the people in the system.

District Action Plan—What are key activities and key questions for implementation planning?

Our final installment of the district action plan includes steps for exploration and installation in the coming years and for ongoing innovation and improvement.

Differentiated District Work Sessions—Let’s get to work!

In the afternoon district teams will self-select activities that will best suit their present needs. No matter where your team is in the process, this part of the day will offer time to interact with each other and with support staff from MDE and the service cooperative. Districts may elect to use the time to:

- Continue to work as a team to establish foundations, design models, or continue implementation planning based on the day’s activities
- Interact with other district teams to share practices and peer review their plans
- Engage in a question and answer session with Q-Comp staff from MDE (*March 20, March 27, March 28, April 2, April 3, April 5, April 10, and April 12 sessions only*)
- Explore further information on value-added measures and other measures of student learning
- Review sample teacher growth and evaluation models from Minnesota and/or other states