

#37



COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, June 18, 2015 3:38:46 PM
Last Modified: Friday, September 04, 2015 1:59:04 PM
Time Spent: Over a month
IP Address: 207.165.144.253

PAGE 2

Q1: 1a. TLC Local Plan Measure (1)

Student Performance

Q2: 1b. To what extent has this measure been met?

(no label)

Mostly Met

Q3: 1c. Description of Results (1) (limited to 3000 characters)

While we did have a number of students who showed growth on each assessment listed, there are students who did not grow a year's worth of growth. 9/3/15: Detailed data was sent to Becky Slater via email.

PAGE 3

Q4: 2a. TLC Local Plan Measure (2)

Teacher Performance Measures

Q5: 2b. To what extent has this measure been met?

(no label)

Mostly Met

Q6: 2c. Description of Results (2) (limited to 3000 characters)

Instructional Coaches conducted numerous classroom walk-through observations as did the building principals. The new evaluation tool based upon the work of Kim Marshall was piloted by a number of teachers. 82% of teachers demonstrated improvement in their individual targeted growth areas during the 2014-2015 school year as measured by instructional coaches and building principals. Professional development implementation was evident in a majority of classrooms according to these walk-throughs.

PAGE 4

Q7: 3a. TLC Local Plan Measure (3)

Feedback

Impact of TLC Plan

Q8: 3b. To what extent has this measure been met?

(no label)

Mostly Met

Q9: 3c. Description of Results (3)(limited to 3000 characters)

The formal survey was given by the Teacher Leaders and provided feedback to the school administration. Informal surveys and opinions of staff on the effectiveness of improving instruction were also solicited. 9/3/15: Survey results were emailed to Becky Slater.

PAGE 5

Q10: 4a. TLC Local Plan Measure (4)

Teacher Recruitment and Development

Q11: 4b. To what extent has this measure been met?

(no label)

Fully Met

Q12: 4c. Description of Results (4)(limited to 3000 characters)

The district received applicants for all of the Teacher Leadership positions and the district only had one teacher who left the district for another teaching position in a neighboring district. The Instructional Coaches reapplied for their roles. New teachers who were participants in the Mentoring program were surveyed and indicated that the program was extremely helpful and effective.

PAGE 6

Q13: 5a. TLC Local Plan Measure (5)

Respondent skipped this question

Q14: 5b. To what extent has this measure been met?

Respondent skipped this question

Q15: 5c. Description of Results (5)(limited to 3000 characters)

Respondent skipped this question

PAGE 7

Q16: 6. Based on the results of your data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change).

The district will be adding a second part time technology integrationist. The district will also modify the teacher leader evaluation process so that all teacher leaders receive feedback earlier in the year in order to improve their practice as the year progresses. Additional training will be provided for each teacher leader role next year.

Impact of TLC Plan

Q17: 7. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC as impacted your school improvement plan in your district.

The Instructional Coaches have experienced a variety of varying approaches as introduced and implemented through professional development. Technology use as an instructional tool has increased at all grade levels.

Q18: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.

PAGE 8

| | |
|---|----------------|
| Q19: Name of School District: | Earlham CSD |
| Q20: Name of Superintendent | Michael Wright |
| Q21: Person Completing this Report | Michael Wright |
| Q22: Date of Submission | 7/1/15 |
