



Research Report

Professional Development and Educator Evaluations

2020 ADEQUACY / MAY 19, 2020

Roadmap

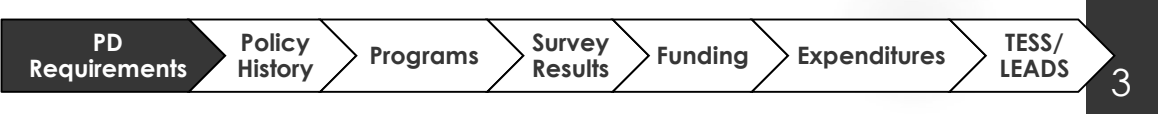
Professional Development

- ▶ PD Requirements
- ▶ PD Policy History
- ▶ PD Survey Results
- ▶ PD Programs
- ▶ Funding
- ▶ Expenditures

2



Source: <https://www.arkansashighways.com/>

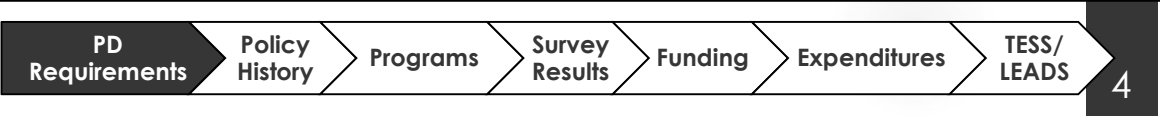


PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 3

The purpose of Professional Development (PD) is to

“improve teaching and learning in order to facilitate individual, school-wide, and system-wide improvements designed to ensure that all students demonstrate proficiency on state academic standards.”

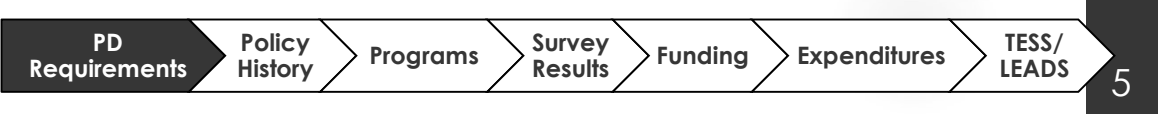
- Arkansas Statute § 6-17-704(b)



PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 4

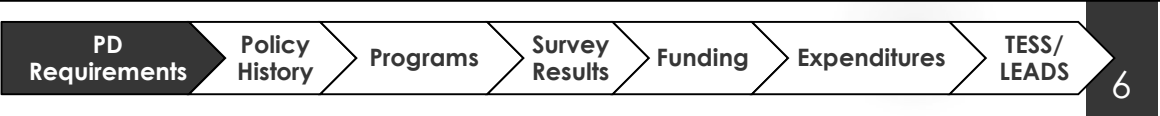
What is Professional Development?

- ▶ Set of coordinated planning learning activities for teachers, administrators, and non-licensed school employees that meets the following criteria:
 - Improves knowledge, skills, and effectiveness of teachers;
 - Improves knowledge and skills of administrators and paraprofessionals on instructional strategies, methods, and skills;
 - Leads to improved student academic achievement; and
 - Is research-based and standards-based.



The navigation bar at the top of the slide contains seven chevron-shaped boxes: 'PD Requirements', 'Policy History', 'Programs', 'Survey Results', 'Funding', 'Expenditures', and 'TESS/LEADS'. The 'TESS/LEADS' box is highlighted in black with the number '5' in white to its right.

- ▶ Districts and charters must include no fewer than **six** PD days (or 36 hours) in educator contracts
- ▶ Annual PD Plan
- ▶ Two hours of one of the following topics is required each year on a rotating basis over four years :
 - **Child maltreatment**;
 - **Parental involvement**;
 - **Teen suicide awareness and prevention**; and
 - **Arkansas history** (to teachers who provide instruction in Arkansas history)



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Other PD Requirements

- ▶ Dyslexia
- ▶ Human trafficking
- ▶ Athletic coach
- ▶ Specific scientific reading instruction
- ▶ Bullying prevention and recognition of the relationship between incidents of bullying and risk of suicide

Earning PD Hours


- ▶ Approved conferences
- ▶ Workshops
- ▶ Institutes
- ▶ Individual learning
- ▶ Mentoring
- ▶ Peer-coaching
- ▶ Study groups
- ▶ National Board for Professional Teaching Standards certification
- ▶ Distance learning
- ▶ Micro-credentialing
- ▶ Internships
- ▶ College or university course work
- ▶ Planning and preparing a curriculum and other instructional materials

Timeline of PD Initiatives:

- 2003**
- 2005**
 - PD is funded for the 1st time
 - Teacher contract extended
 - 40-minute planning periods
- 2013**
 - Arkansas IDEAS
- 2017**
 - Per-student funding rate is reduced
 - Required PD days is reduced
- 2020**
 - PLC pilot program is created
 - PLC pilot program is expanded

PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 9


AR PBS ideas
INTERNET DELIVERED EDUCATION FOR ARKANSAS SCHOOLS



- ▶ Provides online PD for licensed educators and those wishing to obtain an Arkansas educator license.
- ▶ Provides programs of study to assist teachers in obtaining additional grade band endorsements to existing licenses.
- ▶ Integrated in DESE's educator licensure system
- ▶ Requires all users to register and reregister annually


PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 10

AR PBS ideas
INTERNET DELIVERED EDUCATION FOR ARKANSAS SCHOOLS




- ▶ **58,825 Users**
- ▶ **631 Courses Offered**
- ▶ **2.8 million PD credit hours awarded since 2007**
- ▶ **Popular Courses:**
 - Science of Reading
 - Family and Community Engagement
 - Human Trafficking
 - Child Maltreatment
 - Dyslexia

PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 11

PLC AT WORK  **Solution Tree**

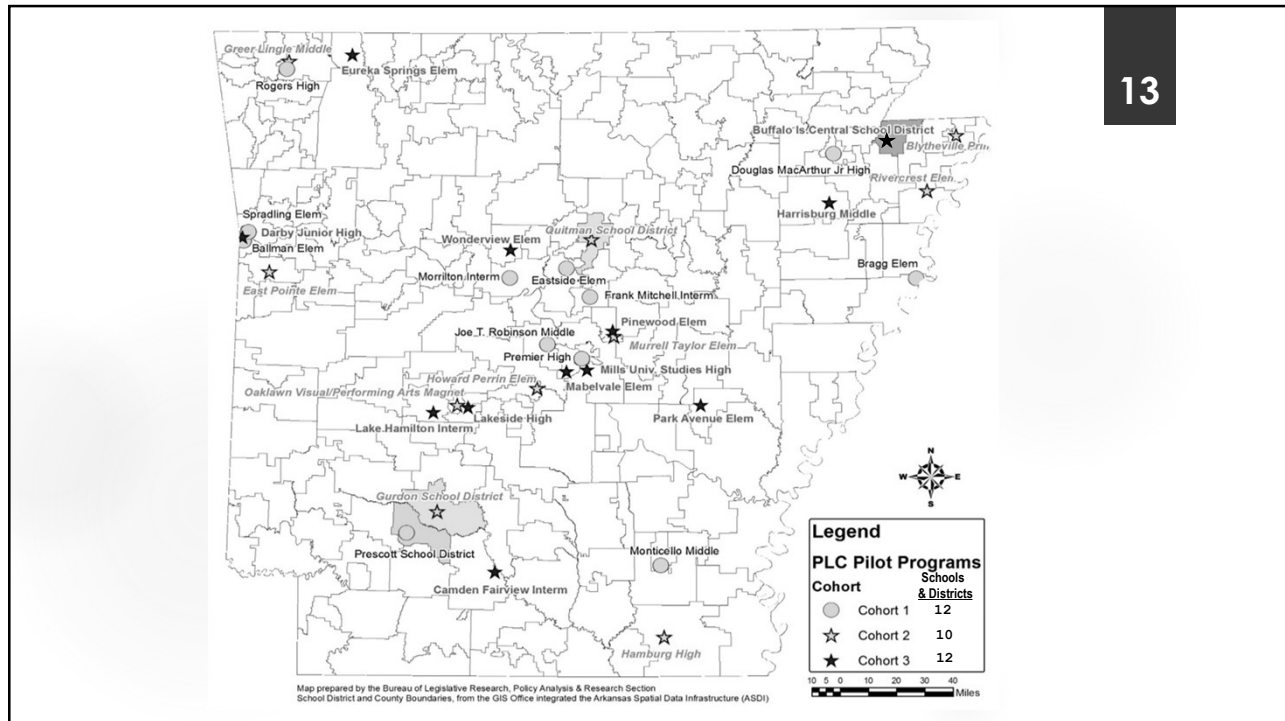
- ▶ Educators work collaboratively
- ▶ Collective inquiry and action research
- ▶ Increased student achievement through teacher collaboration, focus on learning, and a results orientation

PD Requirements Policy History Programs Survey Results Funding Expenditures TESS/LEADS 12

 **Solution Tree** **PLC AT WORK**

Each participant is matched Pilot School Site Coach and receives a Pilot School Plan that includes the following:

- Up to 50 days of onsite PD from PLC at Work associates
- Book, video, and online resources for school staff
- Schoolwide subscriptions to global PD
- Registrations for PLC events
- Ongoing phone and email support from Pilot School Coach



PD Requirements
Policy History
Programs
Survey Results
Funding
Expenditures
TESS/LEADS

14

Professional Learning Communities

BLR Survey of PLC Schools

Positive Impacts

- ▶ Increased student achievement
- ▶ Increased attendance
- ▶ Decreased discipline referrals
- ▶ Growth for students with disabilities
- ▶ Student ownership of learning
- ▶ Increased teacher confidence

Challenges

- ▶ Access to Solution Tree resources
- ▶ Scheduling / Time out of classroom

PD Requirements
Policy History
Programs
Survey Results
Funding
Expenditures
TESS/LEADS
15

BLR Adequacy Survey

Superintendents

- ▶ Online
- ▶ July 23 – Nov. 23, 2019
- ▶ All 235 Districts Responded
- ▶ 24 of 25 Charters Responded

Principals

- ▶ Online and Site Visits
- ▶ Online: Oct. 14 – Dec. 12, 2019
 - ▶ 72% Response Rate
- ▶ Site Visits: Oct. 29 – Dec. 18, 2019
 - ▶ 74 schools

Teachers

- ▶ 2,482 surveys distributed
- ▶ 52% Response Rate
- ▶ Final Survey Received Jan. 15, 2020

PD Requirements
Policy History
Programs
Survey Results
Funding
Expenditures
TESS/LEADS
16

What percentage of your PD is provided by each of the following options?

District- or school-provided PD NOT using Arkansas IDEAS	30.6%	Collaboration with school leaders/administrators	5.8%
PD provided by educational cooperatives	16.8%	Collaboration with instructional facilitators/academic coaches	5.3%
District- or school-facilitated use of Arkansas IDEAS	15.9%	College graduate level courses	1.9%
Collaboration with other teachers	8.6%	Out-of-state conferences or workshops	1.5%
Individual use of Arkansas IDEAS	6.6%	Other	0.8%
In-state conferences or workshops	6.4%		

PD Requirements

Policy History

Programs

Survey Results

Funding

Expenditures

TESS/LEADS

17

Top Five Useful PD Types

1. Collaboration with other teachers
2. Collaboration with school leaders/ administrators
3. Provided by educational collaboratives
4. Collaboration with instructional facilitators/ academic coaches
5. In-state conferences or workshops

PD Requirements

Policy History

Programs

Survey Results

Funding

Expenditures

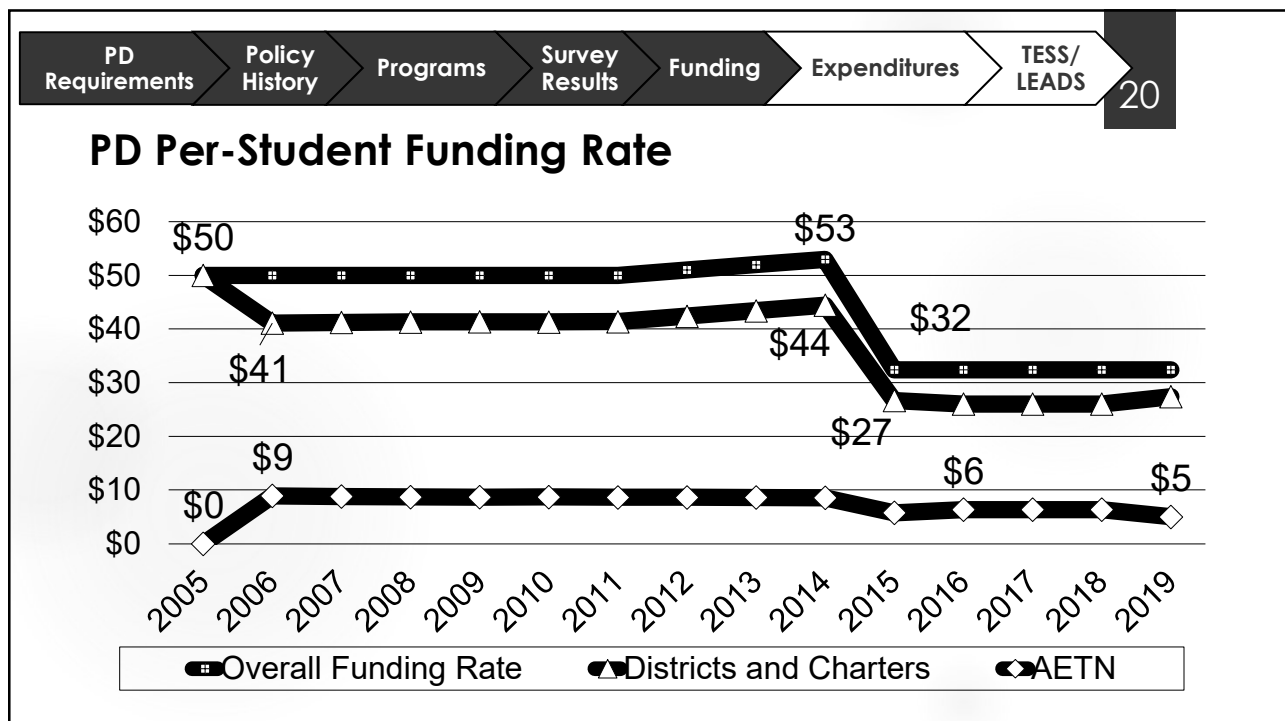
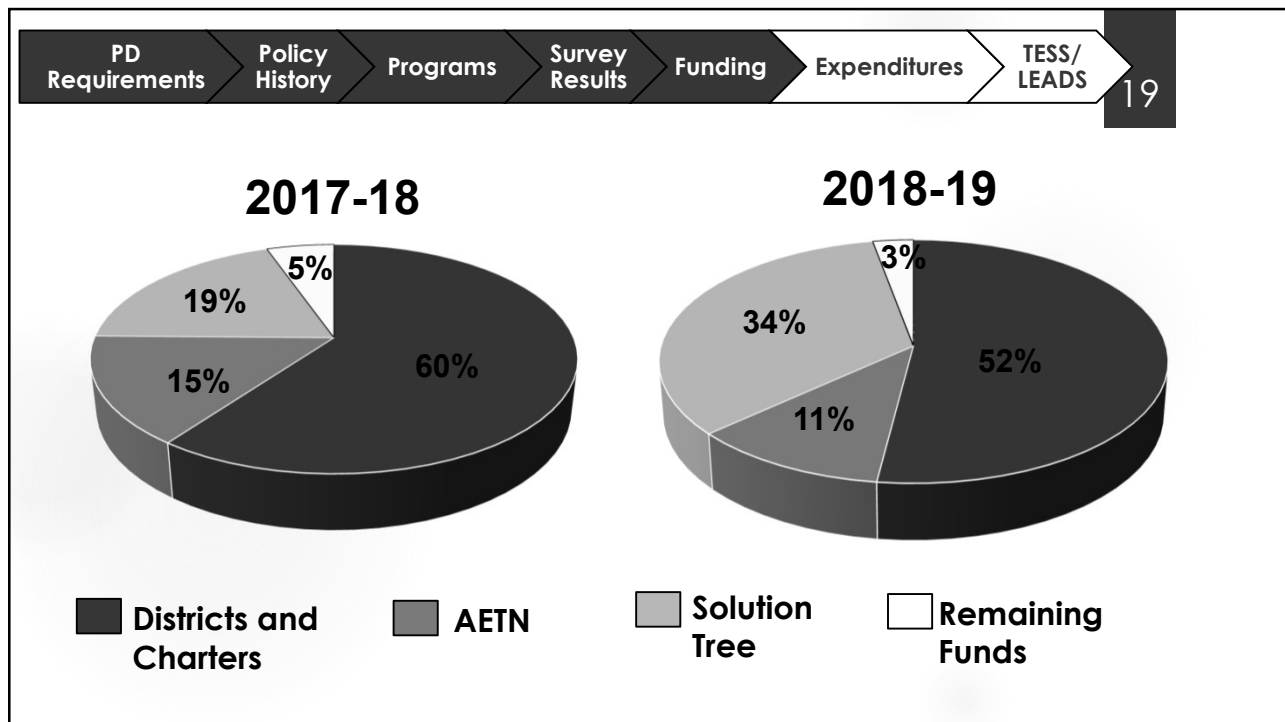
TESS/LEADS

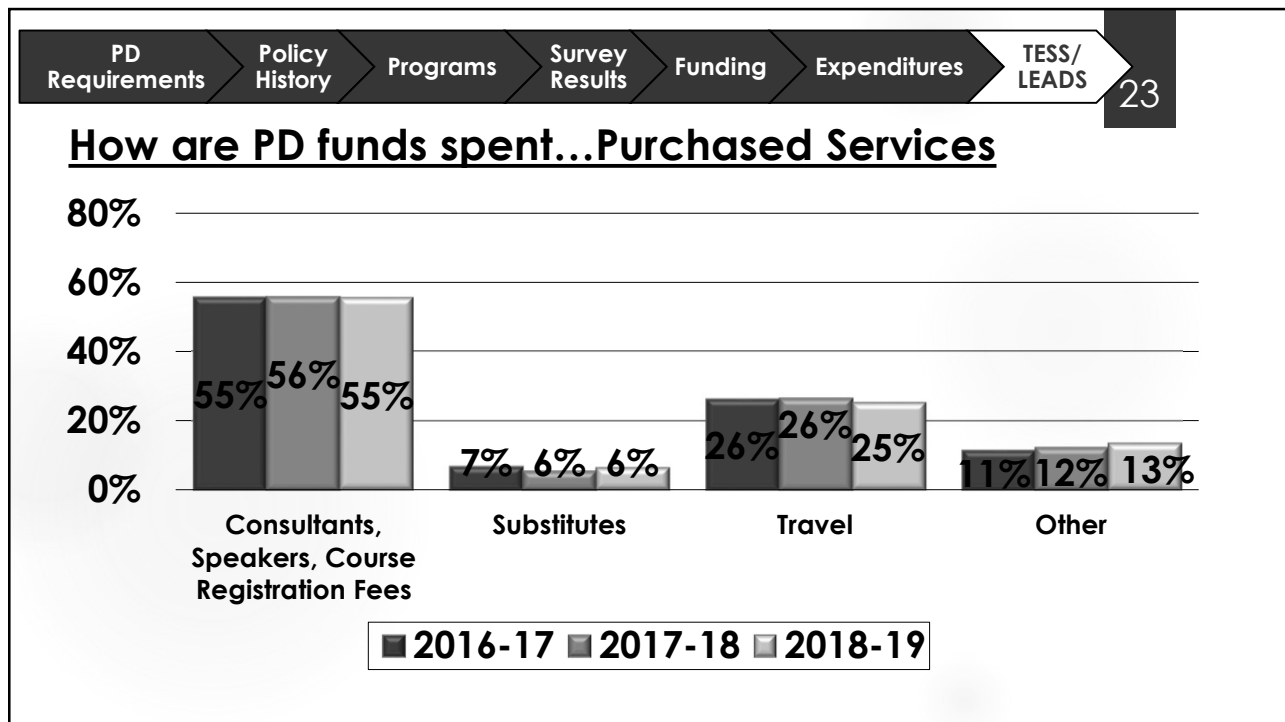
18

Distribution of PD Funds

	2017-18	2018-19	Funding Method
Total Appropriation	\$20.6 million	\$25.1 million	-
Districts and Charters	\$12.4 million	\$13.1 million	Per-Student
AETN (Arkansas IDEAs)	\$3.1 million	\$2.8 million	Per-Student
Solution Tree (PLC Pilot Program)	\$4 million	\$8.5 million	Flat Amount
Estimated Remaining PD Funds*	\$1.1 million	\$731k	-

*Estimates determined based on the amount remaining after distributing to districts, charters, AETN, and Solution Tree.





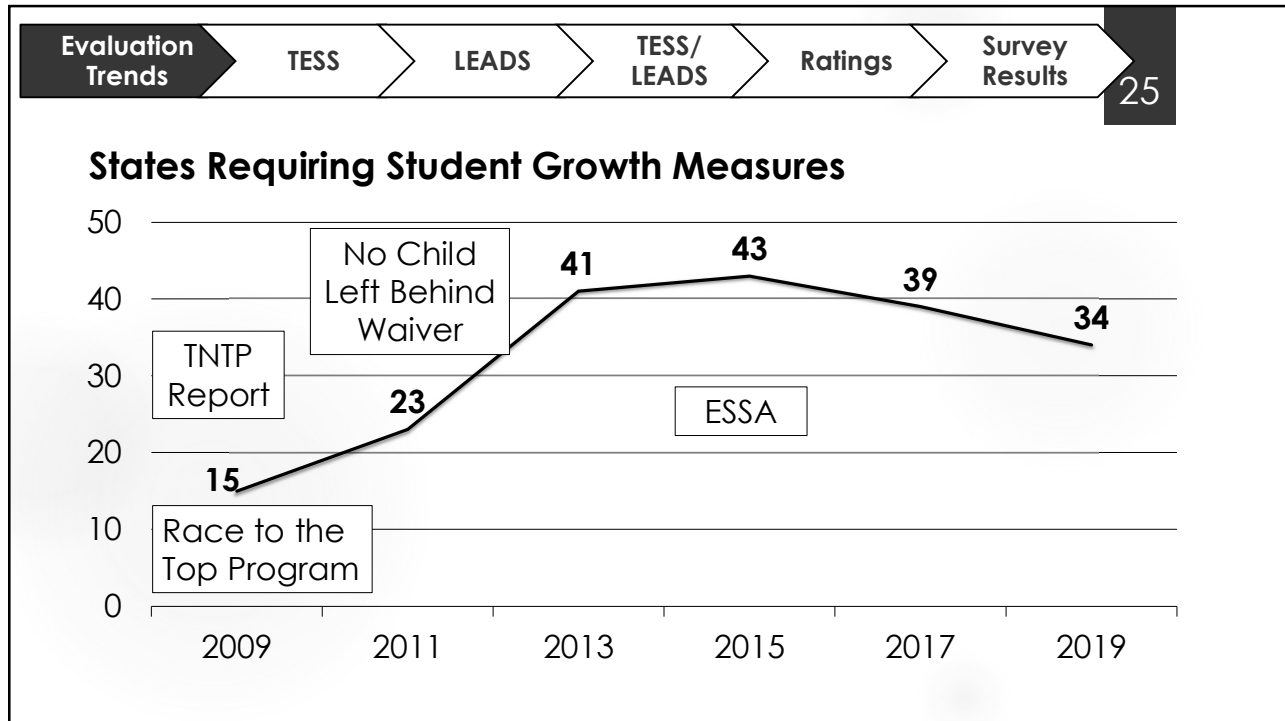
24

Roadmap

Educator Evaluations

- ▶ Trends in Evaluations
- ▶ TESS
- ▶ LEADS
- ▶ TESS & LEADS Comparison
- ▶ TESS and LEADS Ratings
- ▶ TESS and LEADS Survey Results

Source: <https://www.arkansashighways.com/>



Evaluation Trends

TESS LEADS TESS/LEADS Ratings Survey Results 26

Teacher Excellence and Support System (TESS)

- ▶ Act 1209 of 2011
- ▶ First Fully Implemented Statewide in 2014-15
- ▶ Observe, evaluate, and supports teachers
- ▶ Teachers include:
 - Licensed and non-licensed K-12 classroom and specialty teachers:
 - Gifted and talented coordinators, instructional specialist, school counselors, school psychologists, speech language pathologists

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 27

Teacher Excellence and Support System (TESS)

- ▶ Based on Charlotte Danielson's Framework for Teaching

Planning and Preparation	Classroom Environment
Instruction	Professional Responsibilities

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 28

Leader Excellence and Development System (LEADS)

- ▶ Act 709 of 2013
- ▶ First fully implemented statewide in 2014-15
- ▶ Statewide evaluation system for administrators
- ▶ Building or district level leaders (excluding superintendents)

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 29

Leader Excellence and Development System (LEADS)

- ▶ New rubric fully implemented in 2019-20
- ▶ Professional Standards for Educational Leaders (PSEL)

School Organization and Management	School Culture and Climate
Teaching and Learning	Human Capital Management

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 30

Similarities between TESS and LEADS

- ▶ Novice Teacher or Beginner Administrator = less than 3 years
- ▶ Career Summative Educator = 3 years or more experience
- ▶ Summative Evaluations given every 4 years
- ▶ Evaluations can be given at any time
- ▶ Novice or Beginners must be provided support by district/charter

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 31

Similarities between TESS and LEADS

- ▶ Four rating options are available
- ▶ Educator creates/receives a Professional Growth Plan (PGP)
- ▶ Waiver available from SBOE
- ▶ Can be placed in Intensive Support Status

Evaluation Trends → TESS → LEADS → TESS/LEADS → Ratings → Survey Results 32

Differences between TESS and LEADS

TESS	LEADS
<ul style="list-style-type: none">▶ Announced and Unannounced Observations<ul style="list-style-type: none">○ Direct Observation○ Indirect Observation○ Artifacts○ Data	<ul style="list-style-type: none">▶ Formative Observation Conferences▶ Does not require direct observation▶ Evidence can be gathered from stakeholders, students, or school's physical environment

Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results 33

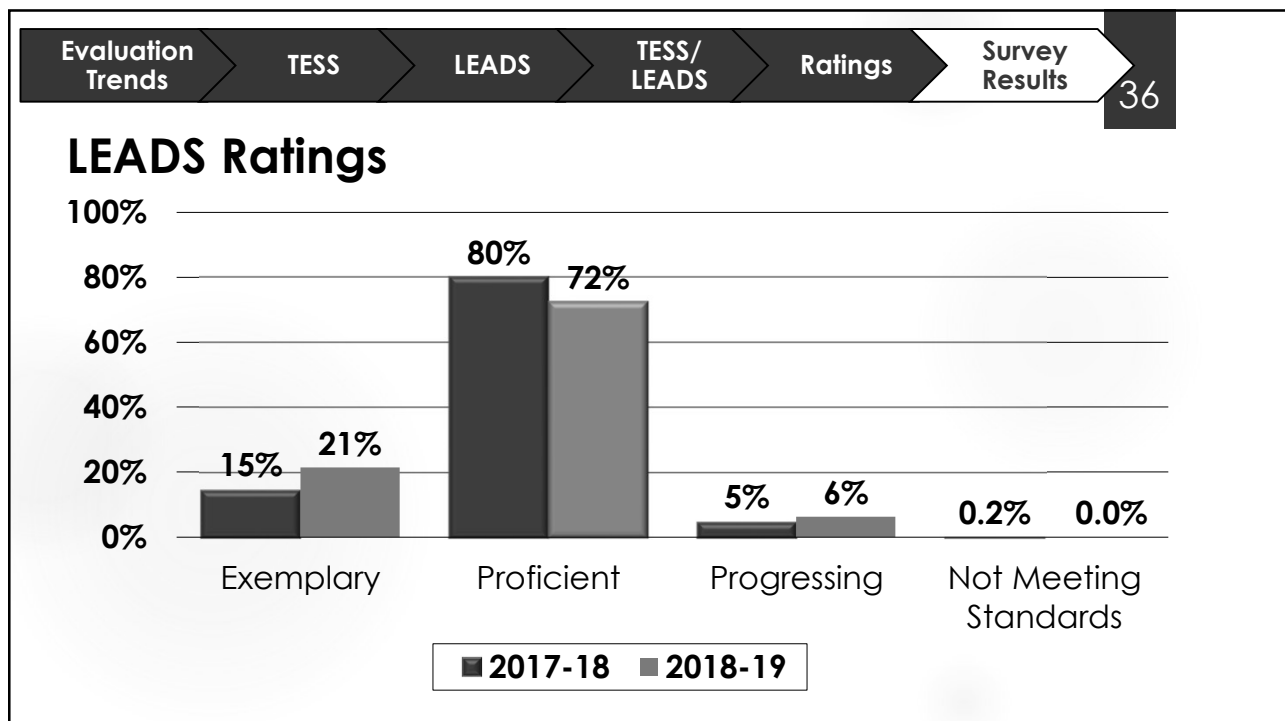
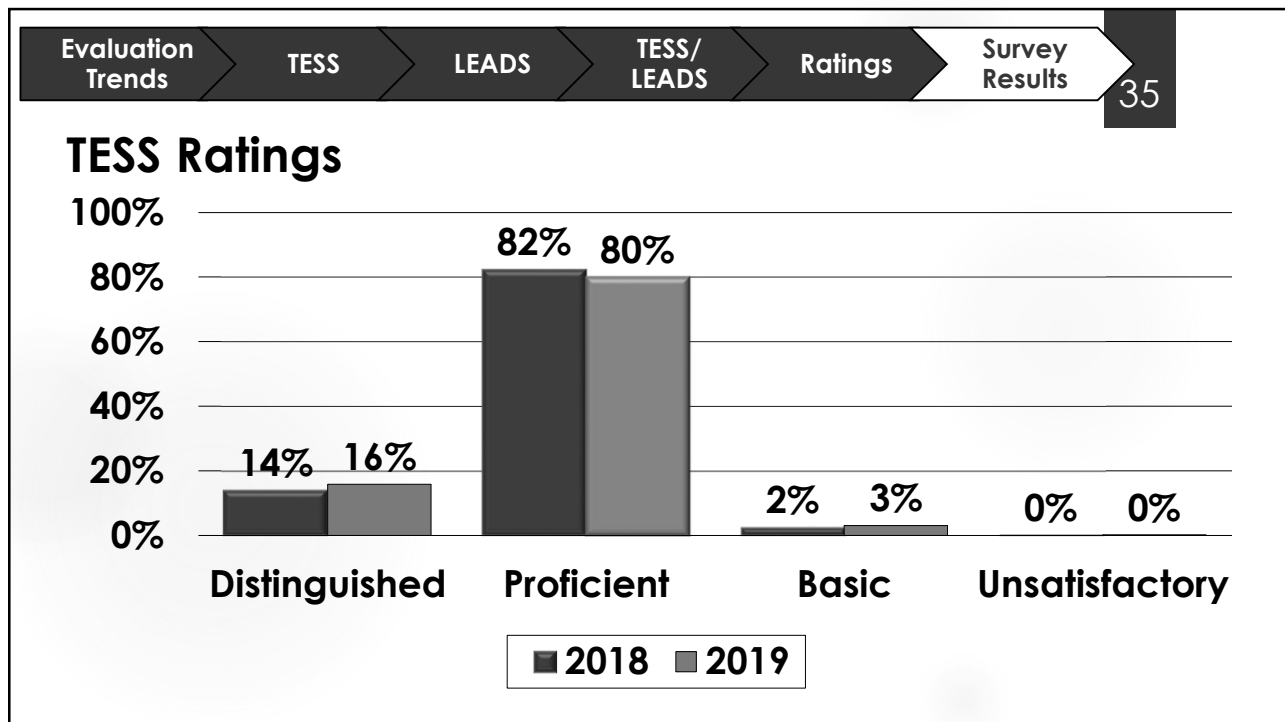
Changes to TESS

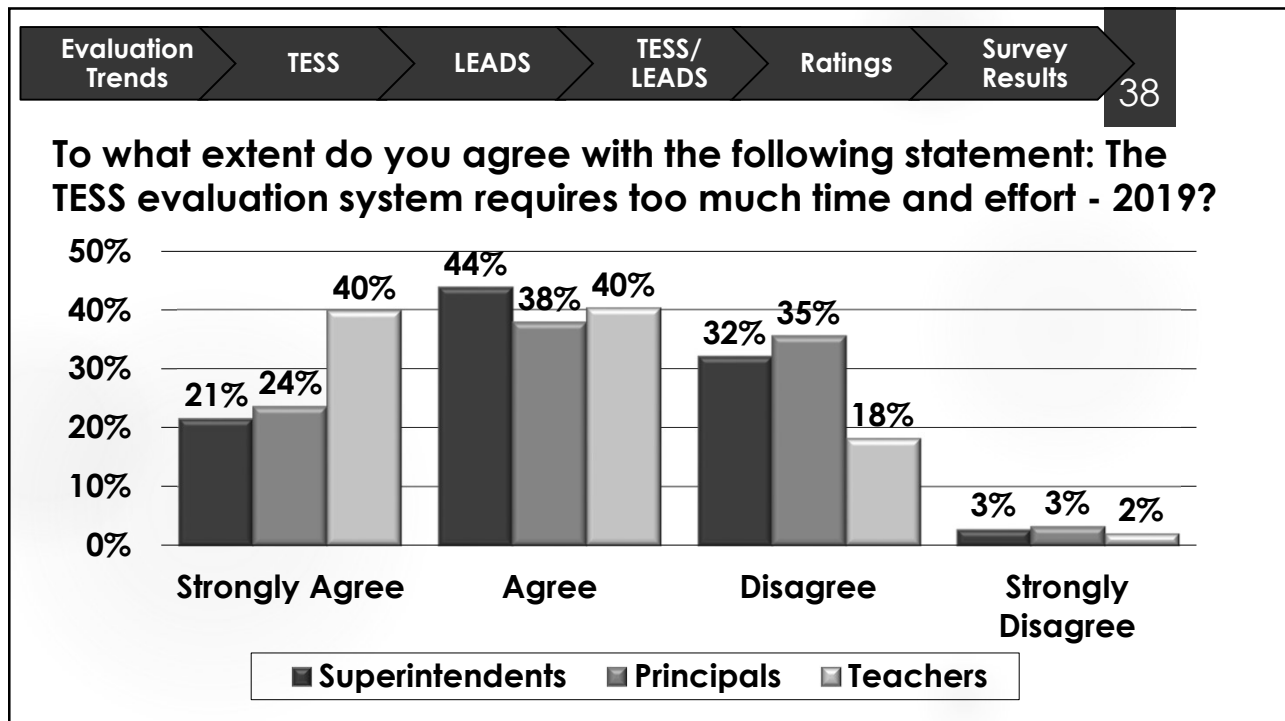
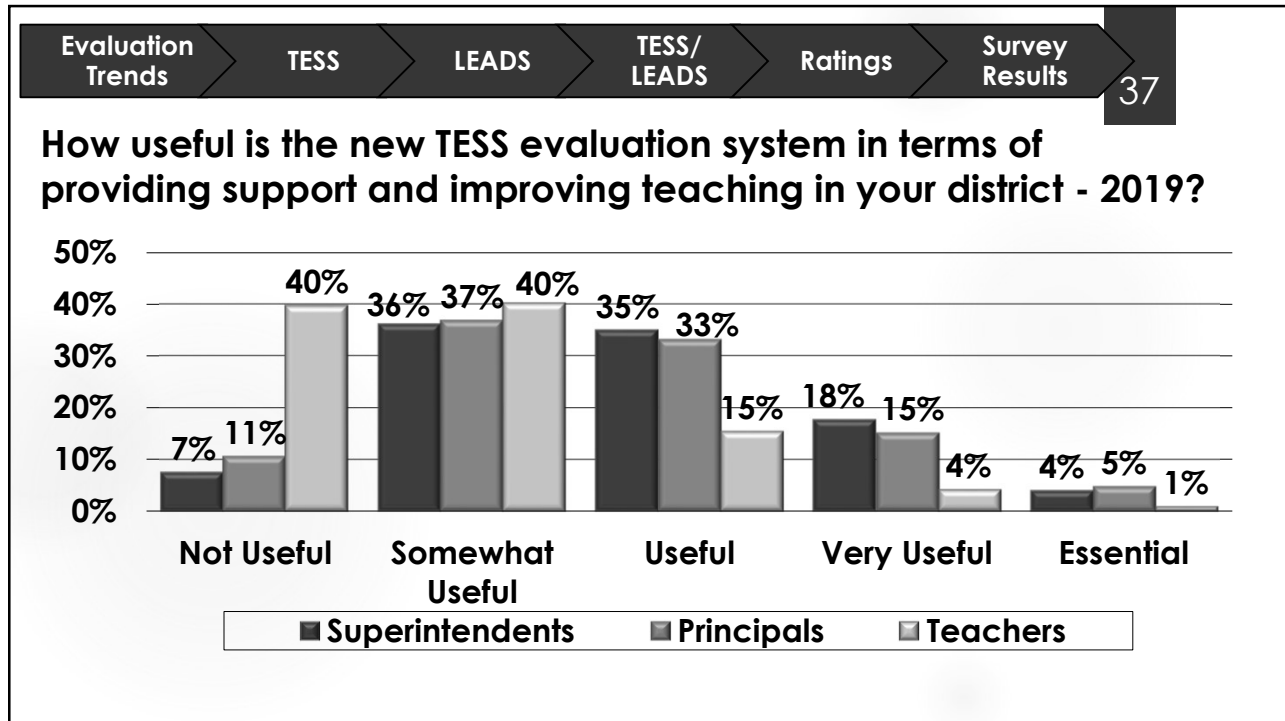
- ▶ Student Growth Measures
- ▶ Frequency of Evaluations
- ▶ Novice Teachers
- ▶ Formative Years
- ▶ Types of Evidence
- ▶ Waiver
- ▶ Component Ratings

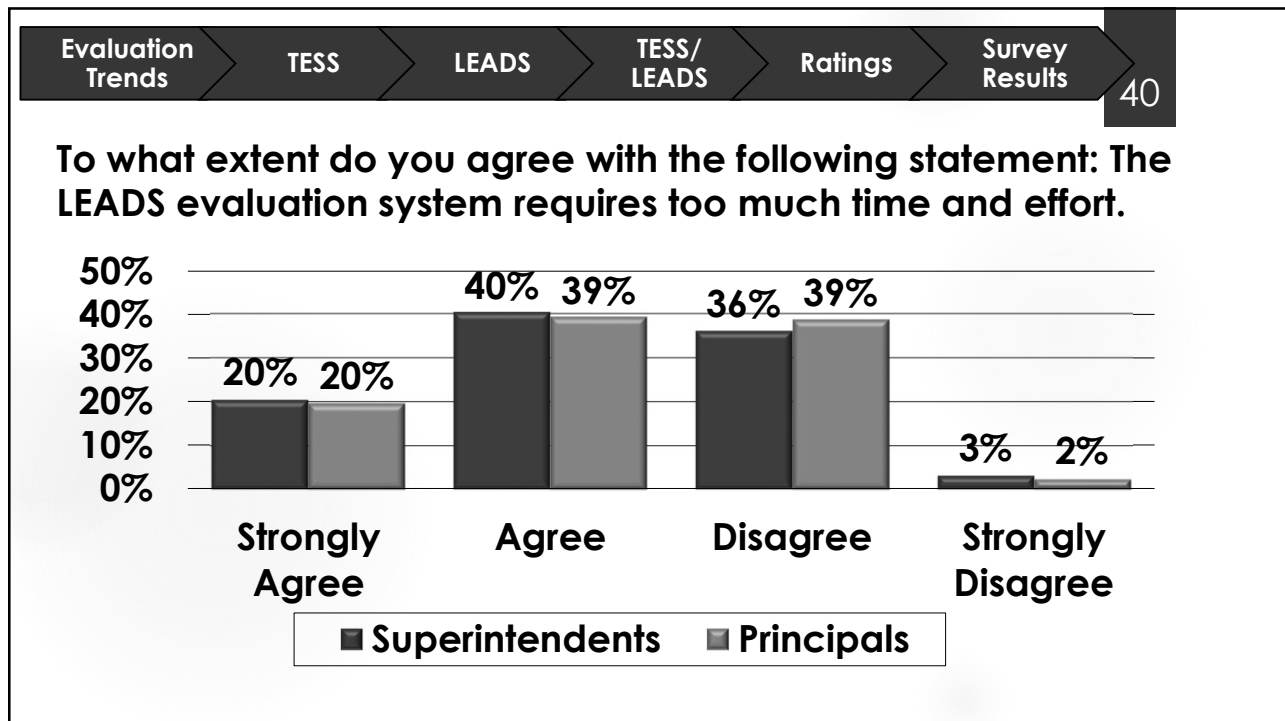
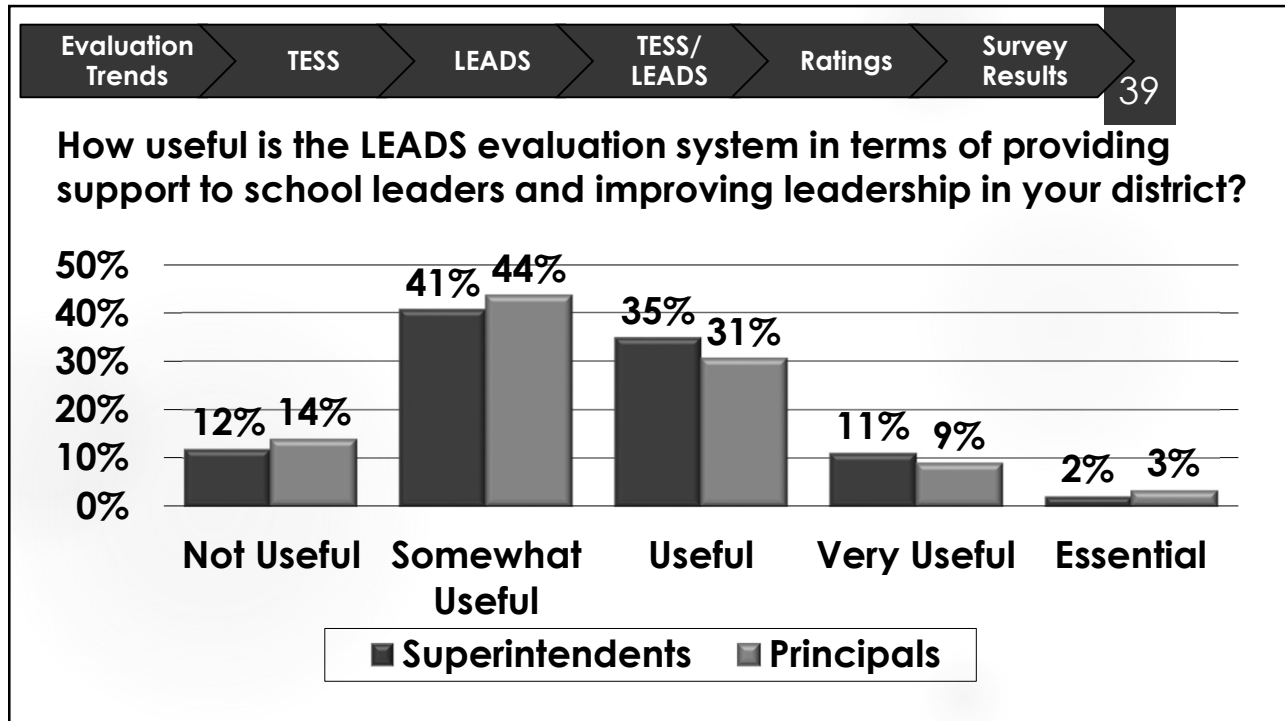
Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results 34

TESS and LEADS Ratings

- ▶ State Level
- ▶ 2018 and 2019 ONLY
- ▶ Ratings prior to 2017-18 included ratings from Novice Teachers and Beginner Administrators
- ▶ Ratings now only include Career Summative Ratings
- ▶ Includes districts/schools with waivers, preschools, School for the Blind, School for the Deaf
- ▶ Do not include ratings from specialty teachers







Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results **41**

Which of the following do you believe are most valuable in evaluating teachers' effectiveness? (Please select your top three choices.)

Students' daily work/projects/portfolios	23%
Classroom observation by administrators	20%
Student academic growth scores (individual growth in student assessments)	19%
Classroom observation by teacher leaders	15%
Feedback/surveys of students	10%
Scores from student assessment	7%
Feedback/surveys of parents	4%
None of the above	2%
Other	1%

Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results **42**

Do you believe that teachers in your school are evaluated fairly and consistently?

	2017	2019
Yes, always	29%	22%
Most of the time	43%	48%
Some of the time	17%	19%
Rarely	5%	6%
No, never	2%	2%
I'm not sure	5%	4%

Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results 43

Additional Comments from Teachers

- ▶ 45 Open-Ended Comments
- ▶ Tedious, Time-Consuming, and Cumbersome
- ▶ Not Effective System
- ▶ EdReflect was not user-friendly
- ▶ Too subjective
- ▶ Demoralizing
- ▶ Mentorship of new teachers
- ▶ Rubrics for specialty teachers

Evaluation Trends TESS LEADS TESS/LEADS Ratings Survey Results 44

Site Visits - TESS

<h4>Positives</h4> <ul style="list-style-type: none">▶ Good support and coaching tool▶ Good rubric and domains▶ Objective▶ Provided common language▶ Set clear expectations▶ Supportive of reductions to requirements▶ User-friendly technology	<h4>Challenges</h4> <ul style="list-style-type: none">▶ Good support tool – not great evaluation tool▶ Time-consuming - Too many requirements▶ Existing school issues▶ Evaluating specialty teachers▶ Not user-friendly technology
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Site Visits - LEADS

Positives

- ▶ User-friendly
- ▶ Set clear expectations
- ▶ Encourages self-reflection
- ▶ Generated good conversations
- ▶ Supported realignment with TESS

Challenges

- ▶ Rubric not properly aligned with duties
- ▶ Logistical – school specific issues

Questions?

