Overview of District Evaluation and Professional Development
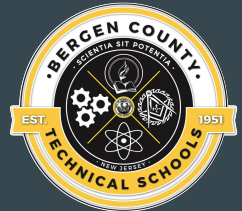
Bergen County Technical Schools
September, 2021

September issue of Educational Leadership

The goal of this program is to provide an overview of...

- Quick review of last year
- Adjustments to our evaluation process and procedures
- A look at how certain remote teaching techniques will transfer back to in-person teaching
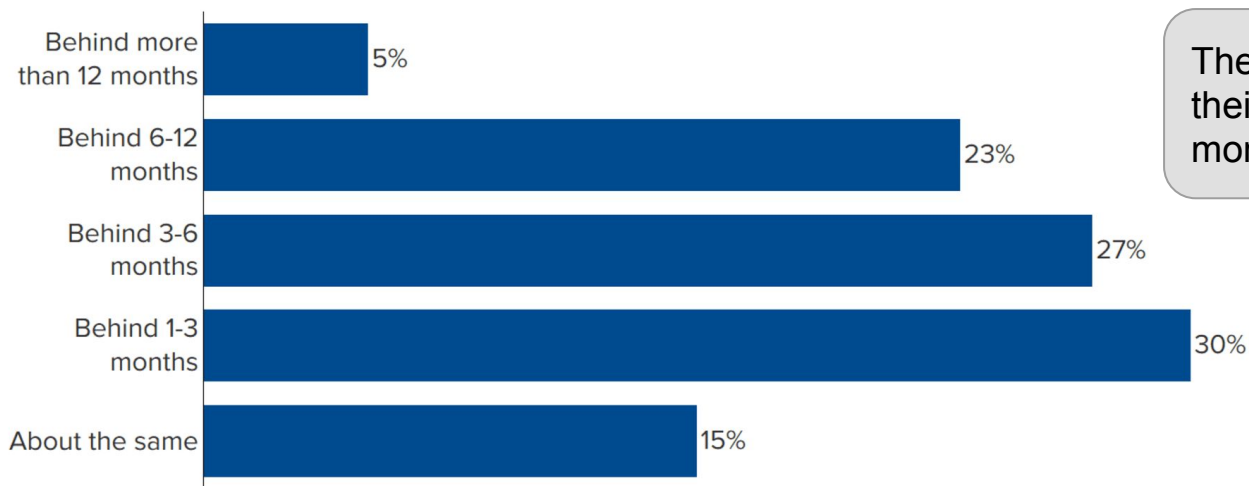- Professional development offerings this fall

A look back at last year

Trends, perspectives, and the big picture

Some perspective

Educator assessments of student academic progress vs. prior years
Share of survey responses from 941 U.S. educators covering grades K-12

Category	Percentage
Behind more than 12 months	5%
Behind 6-12 months	23%
Behind 3-6 months	27%
Behind 1-3 months	30%
About the same	15%

SOURCE: Horace Mann Educators Corporation survey of 941 U.S. educators, including public school K-12 teachers, administrators and support personnel, conducted in February and March 2021.

CNBC

The average teacher felt their students were 6.8 months behind

Some perspective
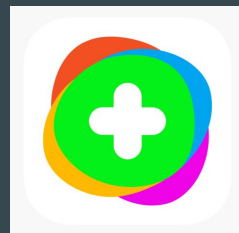

Pear Deck: 39%

Zoom: 100%

Edulastic: 15%

More of our teachers are using remote tools than ever before
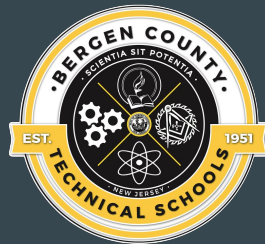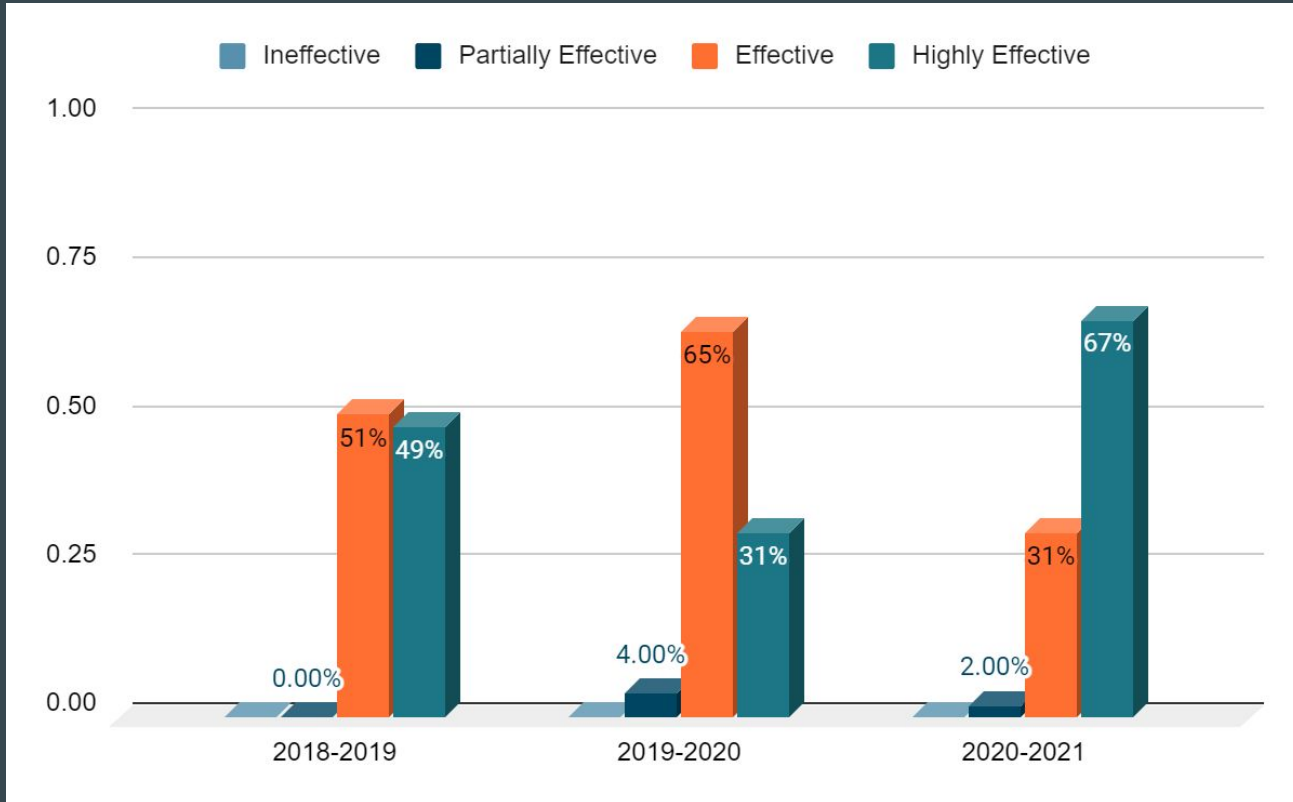
Google Suite: 88%

Screencasting: 23%

Flipgrid: 22%

Some perspective

Out of the 204 teachers who responded in June, 88% felt that they had access to the training that they needed last year.

Summative Ratings: Pre and Post Pandemic

Group think (66 participants)

Reminded me of the importance of family

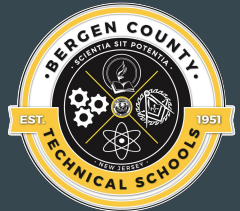Got to work with individual students more closely

Learned the importance of flexibility when helping struggling students

What's different this year? (For now)

- Observations will be in-person again and longs are back
- Pre and post conferences will be done remotely
- Same weights for the summative
  - 85% based on observations
  - 15% based on SGO results
- SGO's are still due by Oct. 1st through our portal
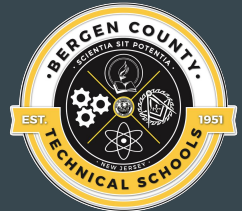- All evaluation/SGO signatures will still be done electronically

Instructions on electronic signatures are posted on the [Teachers Portal](#)

Transferring Remote Techniques

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Which will you continue to use this year?
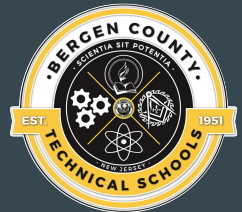
Planning Coherent Instruction

When you were remote:

- Broke your content down into smaller chunks than you would use normally
- Considered student choice as a way to differentiate

Core Elements:

- Student tasks
- Student resources
- Instructional grouping

Make sure that you remove any links to activities that are not appropriate anymore
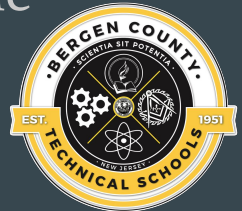
Creating an Environment of Respect & Rapport

When you were remote:

- "Maslowed before you Bloomed"
- Used your LMS to check-in and build a sense of community

Core Elements:

- Communication is respectful
- Teacher responds to disrespectful behavior
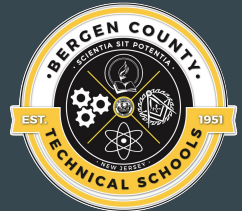- Teacher connects with students (beyond the classroom)

Communicating with Students

When you were remote:

- Made an extra effort to communicate expectations
- Used your LMS to let students know what comes next
- Posted content tutorials

Core Elements:

- Purpose of the lesson is communicated
- Content is communicated clearly and correctly
- Academic language is appropriate
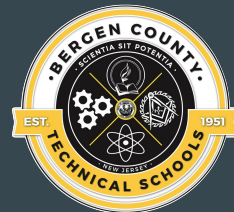
Questioning and Discussion Technique

When you were remote:

- Used tools like *Flipgrid* to increase teacher to student and student to student interaction, AND encourage students to build upon the comments of their peers

Core Elements:

- Quality of questions
- Participation
- Use of protocols

Don't forget The Wheel of Names!
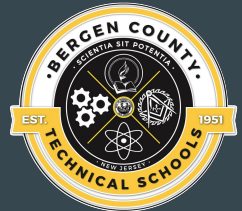
Using Assessment in Instruction

When you were remote:

- Provided detailed and ongoing feedback with tools like *Pear Deck*
- Were flexible with due dates and consider "retakes"

Tools like *Pear Deck* also increased student engagement
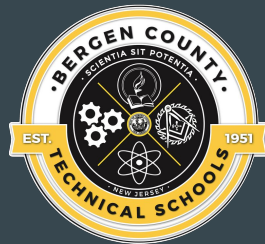
Core Elements:

- Standards for quality work are made clear
- Teacher checks for student understanding
- Self-assessment is encouraged

Key components that we haven't seen in a while

- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior

1. Importance of content
2. High expectations
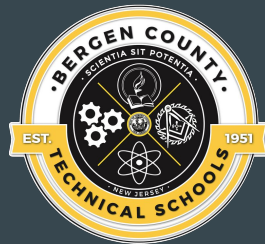3. Student pride in their work

Peer assistance

Key components that we haven't seen in a while

- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior

1. Managing groups
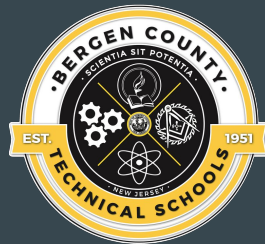2. Transitions
3. Managing materials
4. Performance of routines

Student directed

Key components that we haven't seen in a while

- 2b: Establishing a culture for learning
- 2c: Managing classroom procedures
- 2d: Managing student behavior ⟶

1. Conduct standards are evident
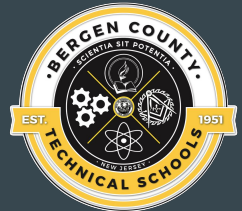2. Appropriate behavior
3. Monitoring
4. Response

Student directed
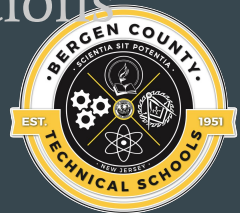
PD Needs Assessment (Spring)

When 204 **district** teachers were asked to identify their greatest professional development need for 21-22:

- 45%: Strategies to engage students
- 38%: Content-driven topics related to innovation
- 33%: Strategies to address the social and emotional needs of students
- 29%: Methods to individualize interventions for students who have suffered learning loss
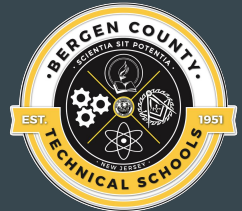- 27%: Project-based learning

October 1st: Our first professional development day

- Addressing the post COVID emotional needs of students
- Strategies to engage students with Kristen Poage
- Incorporating video production into project-based learning
- Building your own project-based unit
- Advanced Edulastic
- Specialized sessions for STEM teachers
- Working with industry partners on workplace simulations
- Writing across the curriculum

Down the road

- Assessing learning loss
- Integrating economics in the social studies classroom
- History of segregation in NJ
- Engaging parents
- Individualizing to address learning loss
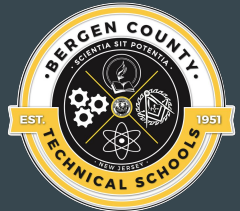- Aligning units to the 2020 NJSLS

Before you start teaching...

Pre-assess the things they **should** already know

- Google form survey on their comfort level with topics
- Construct an actual pre-test
- Try an "A&Q"
  - You provide students with an answer
  - Ask them to create aligned questions
  - Could be done with written or verbal responses

See specific guidelines for both on the Teachers Portal

2020 NJ Student Learning Standards

- Visual and Performing Arts
- Comprehensive Health & PE
- Science
- Social Studies
- World Languages
- Computer Science & Design Thinking
- Career Readiness, Life Literacies & Key Skills

We have this year to align all of our units as we go along

Becomes a requirement next September

Instructions for signing evaluation docs electronically