

Advance Teacher Development and Evaluation System: Summary of Policies

This is a high level summary for *Advance* in SY21-22; educators should refer to *Advance* resources for additional guidance. *Updated 10/13/2021.*

Components of the *Advance* Teacher Development and Evaluation System

- **Measures of Teacher Practice (MOTP)**
 - Establishes a common language and increases dialogue about effective instruction
 - Provides opportunities for teachers to be observed and receive feedback at various points throughout the year
- **Measures of Student Learning (MOSL)**
 - Provides assessment data that can be used to inform a teacher's instruction and professional learning
 - Provides information on student progress over the course of a semester or an entire year
- **Conferences**
 - Initial Planning Conference (IPC)
 - Mid-year Conference (Required for teachers who have a Teacher Improvement Plan (TIP); Optional for all other teachers)
 - Summative End-of-year Conference

Measures of Teacher Practice (MOTP):

- The full [Danielson Framework for Teaching](#) is comprised of 22 Components spanning four Domains: (1) Planning and Preparation, (2) The Classroom Environment, (3) Instruction, and (4) Professional Responsibilities.
- Evaluator observes teaching practice and uses evidence to rate the 8 components of the Danielson Rubric Adapted to New York DOE *Framework for Teaching* Components.
 - Components: 1a, 1e, 2a, 2d, 3b, 3c, 3d, 4e
- Evaluator may include evidence observed within 15 school days prior to the classroom observation related to:
 - Components: 1a, 1e, 4e

Rated Components

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1e: Designing Coherent Instruction
- 2a: Creating an Environment of Respect and Rapport
- 2d: Managing Student Behavior
- 3b: Using Questioning and Discussion Techniques
- 3c: Engaging Students in Learning
- 3d: Using Assessment in Instruction
- 4e: Growing and Developing Professionally

Measures of Student Learning (MOSL):

- All student learning measures used in *Advance* are based on student growth over the year, not absolute achievement levels
- School-based MOSL Committee makes recommendations on MOSL selections for each grade/subject
- Teachers notified of their MOSL selection by November 15

Measures of Teacher Practice

Minimum Number of Observations

Tenured Teachers*

2020-21 Advance Overall Rating	Minimum number of observations	
	Formal	Informal
Highly Effective or Effective	0	2
Developing	1	3
No Rating		
Ineffective or Unsatisfactory	1	4

*This also includes teachers who have completed probation

Probationary Teachers*

2020-21 Advance Overall Rating	Minimum number of observations	
	Formal	Informal
Highly Effective, Effective, Developing, Satisfactory, or No Rating	1	3
Ineffective or Unsatisfactory	1	4

Feedback

- Teachers may express a preferred format at the IPC, including through shared dialogue; final determination of format is at the evaluator's discretion
- Evaluators provide teachers with feedback within **10 school days** of an observation; this is prior to issuing the Teacher Observation Report
- Feedback shall include notification to the teacher regarding whether or not the observation will be used for evaluative purposes

Teacher Observation Report

- Evaluators complete and share with teachers within **30 school days** of an observation.
- After post-observation conferences (for formal observations)
- After feedback (for informal observations)
- Contains lesson-specific evidence (for Preparation and Professionalism, includes teacher-specific evidence)

Observation Windows

Observations are evenly divided into two "windows" across the year. Half of the required minimum number of observations shall be done in the Fall Window. Half of the required minimum number of observations shall be done in the Spring Window. In situations where the minimum number of observations is three or five, the additional observation may occur in either window.

Fall Windows for Observations	Spring Windows for Observations
Initial Planning Conference - Last Day of Fall Term	First Day of Spring Term - First Friday in June