

Educator Effectiveness Project

February, 2013

FAQ

The **Utah Effectiveness Project for High Quality Education** was instituted in 2010 by the Utah State Board of Education to guide the development of quality teaching and leadership efforts statewide. The project includes the **Utah Effective Teaching Standards** and the **Utah Educational Leadership Standards**, as well as evaluation tools for teachers and leaders, models for assessing student growth, and methods to obtain stakeholder input. As this project broadens to include all districts, district leaders, school leaders, and teachers, questions often arise. This list of FAQs seeks to address current questions related to the project.

Teaching and Leadership Model Tools

- How can I learn more about the teaching and leadership evaluation tools if my district is not part of the pilot?
A statewide webinar to introduce non-pilot districts to the teaching and leadership evaluation tools is scheduled on February 21, 2013. The webinar will be recorded for further review. Results of the pilot study, currently underway, will indicate refinements that will be complete by fall 2013.
- If my district decides to adopt USOE's teaching and leadership evaluation tools, will we have input as the model is developed further?
Yes. Districts adopting the tools will be invited to participate in a user group that will advise USOE staff on further development.
- If my district decides to adopt USOE's teaching and leadership evaluation tools, will we be able to tailor the tools to meet our specific needs?
Yes, as long as adaptations align with Utah Code and Utah State Board of Education rule. Teaching and leadership evaluation tools will also have requirements for implementation coupled with areas for specific district development.
- Will districts be allowed to select their own electronic platforms for educator evaluation tools?
Yes. A few districts are currently experimenting with developing their own platforms. It is anticipated that a variety of vendors for the tools may emerge. Districts may select the platform that is most useful for their needs and also meets the goals and requirements of the tools.
- Will there be a cost for adopting the USOE observation/leadership tools?
Yes. A cost structure is currently being developed by True North Logic, the contractor for the electronic pilot teaching and leadership evaluation tools. In addition, adopting districts will be free to choose a different vendor or develop their own electronic versions.
- Will there be professional development available if we adopt the USOE developed tool?
Yes. USOE-developed professional learning opportunities will be available for leaders as the tools are refined and feedback from the pilot study is considered. When the tools are finalized, electronic professional learning opportunities for evaluators and evaluatees will be added. In addition, adopting districts will be invited to participate in a user group that will help guide continued work on protocols and support documents.

Student Learning Objectives

- How will the Student Learning Objectives (SLOs) process assure compatibility and consistency across the state?
Two statewide SLOs will be required for measuring student growth for each non-tested subject and grade. Districts may create or use additional SLOs at the district, school, or classroom level. Districts may also require additional SLOs for tested subjects and grades.
- How can we assure consistency and compatibility as districts choose to use additional SLOs?
Common tools, an SLO template, criteria for assessing quality SLOs, and guidelines for a local review process will be available to support development and provide quality and consistency.

District Educator Evaluation Plans

- What does my district have to do to get approval for our educator evaluation plan?
An initial plan will be due to the PEER committee in May 2013. It is expected that the initial plan will include the status of planning and the intended development activities for the coming year. Complete plans will be expected at the end of 2014 after districts have piloted and made decisions about the various components of the plan.
- What will the PEER review of district educator evaluation plans include?
Districts will submit educator evaluation plans to the PEER committee for review. The committee will assess the alignment of the plan with Utah Code and Utah State Board of Education requirements.

Surveys

- When will surveys be available for districts to use?
Parent and student surveys are currently being piloted in participating districts. The initial version of survey questions will be available to all districts in fall 2013.