

PA Educator Effectiveness System & WASD Supervision Plan

Per Act 82, PDE was given the authority to develop regulations. The purpose of these regulations carry out the intent of legislation enacted by the Pennsylvania General Assembly.

Components	PDE	WASD
Cycles of Supervision	<p>Districts are required to create Cycle of Supervision based on the number of teachers requiring Formal Observations.</p> <ul style="list-style-type: none"> • Temporary professional employees • Professional employees new to a district • Employees assigned to a performance improvement plan • Employees assigned to their required year of Formal Observation • A Cycle of Supervision usually lasts for three (3) or four (4) years <i>*district discretion 3 or 4</i> 	<p>District uses a 4 -year supervision cycle</p> <ul style="list-style-type: none"> • Teachers are assigned to groups: A-B-C-D • One group per year is assigned to formal observation • All induction teachers are assigned to a formal (2) • All Instructional I teachers are assigned to a formal (2) • All non-tenured teachers are assigned to a formal (2) • All new teachers to the district are assigned to a formal (2) (Induction) • Teachers assigned to Performance Improvement Plan • Long term substitutes of 90 days/semester
<p>Two Modes</p> <ol style="list-style-type: none"> 1. Formal Observation 2. Differentiated Supervision 	<p>Required</p> <ol style="list-style-type: none"> 1. Formal Observation 2. Differentiated Supervision Mode 	<p>WASD</p> <ol style="list-style-type: none"> 1. Formal Observations 2. Differentiated Supervision Observation/Goal
Differentiated Supervision	<p>Required</p> <p>Differentiated Supervision</p> <ul style="list-style-type: none"> • All Differentiated Supervision Modes must be aligned to the Danielson's Framework for Teaching • Assigned 1-3 Years in the cycle <p><i>*DS is Optional in Formal observation year</i></p>	<p>WASD</p> <ul style="list-style-type: none"> • Differentiated Template requires teacher to identify Danielson component • Differentiated Supervision Goal <i>*optional</i> the year of formal observation (Instructional II only) • Teachers in Induction & Instructional 1 status do not complete a Differentiated Supervision Goal
<p>Student Learning Objective</p> <p>SLO</p> <p>Elective Data</p>	<p>Required</p> <ul style="list-style-type: none"> • All teachers with more than 10 (11) participate and complete a SLO • SLO must be based on student achievement 	<p>WASD</p> <ul style="list-style-type: none"> ▪ All teachers with more than 10 (11) participate and complete a SLO ▪ SLO must be based on achievement
<p>Measures of Student Achievement</p> <ul style="list-style-type: none"> • Building Data – SPP-15% • Teacher Specific – 15% <p><i>*Assessments and PVAAS</i></p> <ul style="list-style-type: none"> • Elective – SLO-20% 	<p>Required</p> <p>Student performance will comprise fifty percent (50%) of the overall rating as a classroom teacher and will be based upon multiple measures of student achievement. The fifty percent (50%) shall be comprised of the following: fifteen percent (15%) Building Data, fifteen percent (15%) Teacher-Specific Data and twenty percent (20%) Elective Level Data</p>	<p>WASD</p> <ul style="list-style-type: none"> ▪ Where available district uses all measures of student achievement ▪ Where data is not available, missing data defaults to observation data