

SCHOOL IMPROVEMENT GRANT

Cohort 2 Educator Growth and Development Activities 2012-13

(Required activities for SIG staff; \$1500 stipend; activities not in particular order; must be completed outside of work hours by June 14, 2013)

12 hours

2 Workshops

Introduction to the Teaching and Learning Framework and Growth Planning (6 hrs/workshop)

10 hours

Book Study Group

Charlotte Danielson's *Enhancing Professional Practice: A Framework for Teaching*

2 hours

Stakeholder Surveys

Student and staff surveys on school and classroom climate

6 hours

(choose 1)

Peer Observation

Teams of 2-3 teachers receive training and conduct peer observations around 1 or 2 focus elements

Observer Training

Teachers and staff receive observer training around focus elements

Growth Modules

Teachers and staff test drive new workshops focusing on specific TLF components

School-Developed Activity (see back)

School develops its own activity around teacher evaluation; must be approved by Ad Hoc Subcommittee

Total hours: 30

Educator Growth and Development

Timeline of Events

Date	Event
Jan 17	Finalize list of teachers and staff; designate SIG coordinator
Late Jan	<ol style="list-style-type: none">1. Introduce activities to staff2. Complete workshop preference survey
Early Feb	Deliver the book <i>Enhancing Professional Practice</i>
All Feb	Attend Teaching and Learning Framework Workshop #1
All March	Conduct “Choose 1” activities
All April	<ol style="list-style-type: none">1. CSTs2. Teaching and Learning Framework Workshop #23. Wrap up book study and submit summary sheets to SIG office
All May	<ol style="list-style-type: none">1. Administer Stakeholder Surveys2. Contact teachers and staff who haven’t completed their hours
Early June	Certify hours and pay stipend for July check

School-Developed Activities

Schools can develop their own activities related to teacher and principal evaluation

Activities must align with the requirements of the SIG grant and SIG side letter by addressing one or more of the following:

- Administrator/supervisor performance reviews
- Peer participation in performance reviews
- Self-review
- Use of student outcomes in performance reviews
- Stakeholder participation in performance reviews through surveys (students/parents/other employees)
- Contribution to the grade level/department and school and/or broader school community in performance reviews
- Approaches to improving professional practice (aligned to performance reviews)
- Rewards for increases in student achievement and high school graduation rates
- Increased opportunities for promotion and career growth

School-developed activities must also meet the following requirements

- At least 6 hours of work
- Inclusive of all teachers and school leaders on campus
- Includes a plan to collect and summarize feedback and/or lessons learned
- Approved and submitted by the Principal and Chapter Chair
- Approved by the Ad Hoc Subcommittee members from UTLA, AALA, and Central

Please contact [the SIG office](#) for additional information