Classroom & Staff Observations

➢ Opportunities for adult learning, sharing with colleagues, and district wide community

➢ Opportunities for Professional Growth & Feedback

➢ Not always Evaluative, but used for Coaching & Collaboration

➢ Classroom observations are not just for admin; Learning Walks in and out of the building are classroom observations used for adult learning

➢ Video observations useful during PLCs and coaching cycles

Team Meetings

Willowbrook Elementary

Collaborative Communities (PLCs)

Facilitated by the Grade Level
Team Agenda Maintained & Team Roles
Twice a Month (Thursdays)
Team Data & Evidence Discussions
Intervention Planning & Support
Teaching & Learning Strategies
Adult Learning
Coaching Support
Team Learning Walks
Collaborative Conversations

Facilitated by the Grade Level
Weekly
Curriculum Planning
Teaching & Learning
Coaching Support
Data Planning
Team Housekeeping Items

RTI Meetings

Facilitated by WES RTI Committee
Individual Student Discussions, Tier Support, Retention Considerations, Once a Month (Thursdays)

2

WES PGP SMART Goal

➤ All staff were evaluated for the same campus goal. In addition to the campus goal, staff chose a personal professional growth goal.

➤ Domain 3b: Using Questioning and Discussion Techniques

➤ By the end of the 21-22 school year, WES will improve overall literacy and math MAP **percentile growth** at 80% or above from fall to spring by focusing specifically on small group instruction that is designed based on student data.

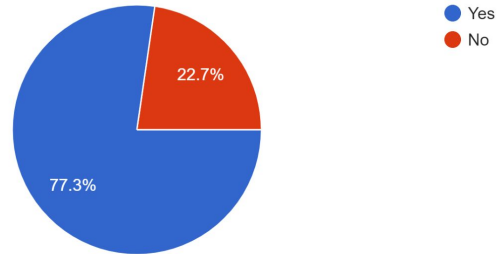➤ Data is based on current students in our building right now.

Grade Level	Math %tile Fall to Spring	Reading %tile Fall to Spring
1st (kinder expectations)	84 F to 81 S	78 F to 75 S
2nd (1st expectations)	73 F to 65 S	74 F to 65 S
3rd (2nd expectations)	72 F to 70 S	71 F to 67 S
4th (3rd expectations)	71 F to 67 S	71 F to 63 S

Evaluations and Classroom Walkthrough Data

➤ Observation doesn't always equal Evaluation; Coaching is provided to all teachers by instructional coaches and instructional leaders

➤ Staff will receive a copy of all observations; All administrators will conduct observations for all staff; Only assigned evaluators will conduct EdReflect evaluations

➤ All evaluations will be exported to EdReflect and feedback will be provided by the admin
- BOY Check-In
- PGP Discussion/ Goal Setting
- Formal and Informal Observations
- Collaborative Discussion, Strategizing, and Coaching
- We want to live in the world of 2 and 3

1 Ineffective = no growth, non-compliance, needs improvement
2 Progressing = growing and working to get better
3 Effective = an area of consistent proficiency
4 Highly Effective = consistently above and beyond proficient (student lead)

WES PGP Goal Observed? Domain 3b: Questioning and Discussion Techniques with an emphasis on small group instruction based on student data. ...ns, depth of knowledge, and student participation

163 responses

- Yes
- No

77.3%
22.7%

Student Engagement: Students actively participating in the learning

181 responses

- All
- Most
- Some
- None

43.1%
7.2%
49.7%