

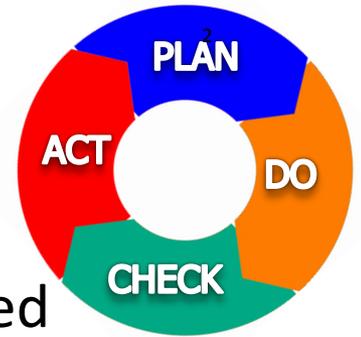
Report from the Hawaii State Teachers Association and Department of Education Joint Committee on the Educator Effectiveness System

State of Hawaii Board of Education Human
Resources Committee

May 17, 2016



Impetus



Collective bargaining agreement (2013-17) established “Joint Committee” to

- Review the design, validity and reliability of the performance evaluation system for continuous improvement of design and implementation.
- Provide recommendation for adjustments or changes to the Superintendent and the BOE to improve design and implementation.



Organization

- 4 members each from HSTA and HIDOE
- Mutually agreed upon facilitator
- At least twice a year
- Report to Superintendent (and often HSTA leader) at end of each session
- Recommendations transmitted in memo to Superintendent with copies to HSTA Executive Director and BOE Chair

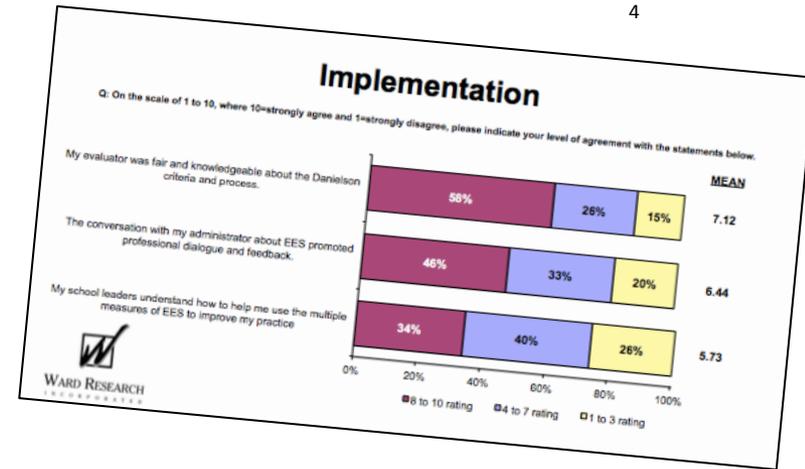


Current members:

- Terry Holck, Resource Teacher, Nanakuli-Waianae Complex Area
- Stacie Kunihisa, Principal, Kanoelani Elementary School
- Joan Lewis, Teacher, Kapolei High School
- Diane Mokuau, Librarian, Molokai High School
- John Erickson, Complex Area Superintendent, Aiea-Moanalua-Radford
- Stephen Schatz, Deputy Superintendent
- RJ Rodriguez, Instruction and Professional Development Specialist, HSTA
- Tammi Chun, Assistant Superintendent, Office of Strategy, Innovation and Performance

Notable Accomplishments

- Joint HSTA-DOE survey of teachers regarding EES in Spring 2014 and 2015
- Recommendations to Superintendent resulting in changes in design and implementation of EES including
 - Differentiation of intensity of evidence required, based on prior evaluation rating
 - Escalation protocol to address emerging concerns
 - Joint clarification on implementation issues
 - Use of student feedback survey for reflection



Group norms

Discussions are:

- Candid
- Professional
- Research-based
- Data-based (e.g., analysis of feedback, EES results)
- Solutions-oriented: Focused on shared goal of improving teacher practice and advancing student learning

Outcomes are:

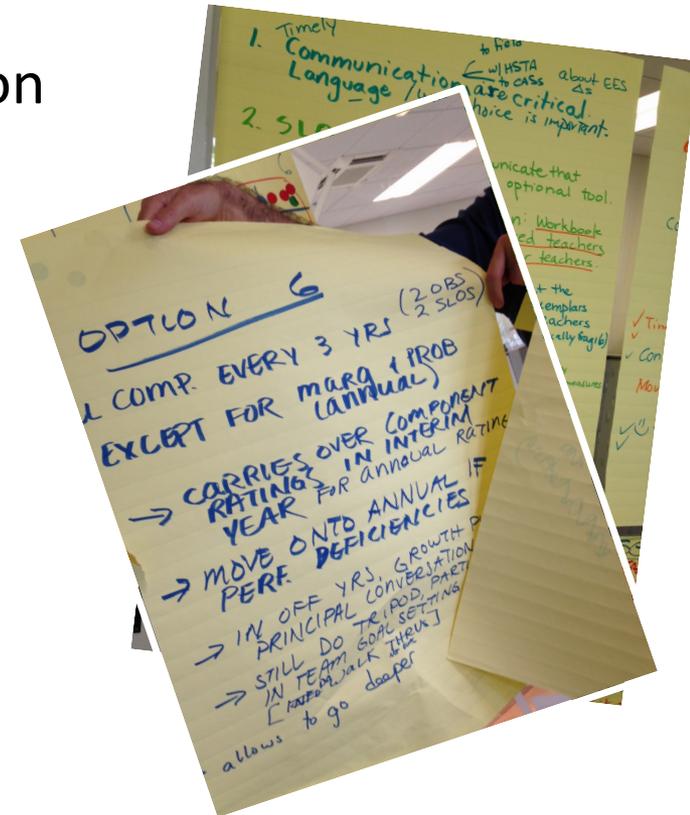
- Collaborative
- Supported by all members
- Taken seriously and often adopted



March/April 2016 meetings

Basis:

- Analysis of 3 years of full implementation following 2 years of pilot:
 - EES Performance Data
 - Technical Advisory Group reviews of component ratings
 - Teacher Leader Workgroup recommendations
 - Feedback from field
- Inform upcoming two year cycle of effective tenured teachers alternating between standard and streamlined evaluation



Key recommendations from March/April 2016 meetings

1. **Remove Student Growth Percentile (SGP)** as a weighted factor in evaluation due to data not being timely. Would also address concerns about unintended consequences, stress in the field, and different composition of evaluation weights based on teaching assignment.
2. **Affirmed Student Learning and Growth as a continuing evaluation component** since teachers' role in student achievement matters.
3. **Better align Student Learning Objective (SLO) process with schools' data team processes and simplify SLO documentation** process.
4. **Improve training for SLOs.** Differentiate training based on role and experience with SLOs.
5. **Maintain multiple measures** in evaluation.
6. Establish process so that data further reviewed or leads to different business rule when evidence for a teacher's practice component is rated at the lowest level(s).
7. Use of SSNs as fair and simple way to assign teachers to standard vs. streamlined evaluation in 2016-17.

Reflections on collaboration

from HSTA presentation to Elevating and Celebrating Effective Teaching and Teachers (ECET²) conference, February 2016

“Working together in pairs with one from HSTA and another from the employer to discuss ideas, beliefs, and make decisions allowed for candid discussions and genuine conversations that helped us to develop trust.”

“I think if you portray an open, collaborative TEAM spirit you will essentially encapsulate what I have experienced working with all of you.”

“OPEN MIND, OPEN HEART, and OPEN WILL”

“One thing for sure- I am better having been a member of the Joint Committee. I am a better educator, leader, and person because of those that I was able to work with and learn from.”

“We felt it was okay to disagree and to work through the issues. People valued hearing others' perspectives and everyone grew in the process. Each meeting went more smoothly, despite issues that may have been more difficult because we built relationships.”

