Updating the BACC Evaluation Process to meet the new School Reform Law

Mike Hoffner, BACC Director of CTE

Getting started

- Met with our SIP team to highlight the new school reform law.
- Conducted an all staff meeting for review as well.

Race to the Top Legislation:

- School code 1249: Evaluation
- School code 1250: Compensation
- State Aid Act 94a: Teacher Identifer

Race to the Top Facts

- Michigan was not selected as one of the states to receive Federal RTT dollars.
- The Michigan Legislature passed several laws that are in effect even though we did not receive any additional funding.
- These laws immediately impact us and all school districts must comply with them by Sept 1, 2011 or expiration of their collective bargaining agreement.

Data Systems to Measure Growth

 Build a data systems to measure student growth and success and inform teachers and principals about how they can improve instruction.

School Code 1249 Performance Evaluation

- Annual Evaluation "Evaluates teacher's and administrators job performance at least annually while providing timely and constructive feedback."
- Linked to the SIP plan.
- At least 45% of the evaluation based on student growth in academic achievement.

School Code 1249 Performance Evaluation

- Multiple Rating Categories "Evaluates a teacher's or administrator's job performance, using multiple rating categories that take into account data on student growth as a significant factor."
- Student Growth measurement shall be measured by National, State or Local assessments and other objective criteria."

What is BACC's Current Process?

Probationary vs Tenured Teacher

What is added new to BACC's Process

- Data linked to the SIP plan.
- Student growth as determined by multiple measures of student learning, including national, state, or local assessments or other objective criteria.

SIP/TRAC/PERKINS GOALS

1S1 ACADEMIC ACHIEVEMENT -READING/ELA

The BACC will work toward improving the Reading/ELA performance of students in BACC programs through the collaborative teaching model as measured by the new Merit Core Exam and end of course assessments.

Chairperson: Nagle and Hoffner Members: Dogan, Frederick, Loviska, Mestelle, Smith, K. Sobeske S. Sobeske, Wagner

1S2 ACADEMIC ACHIEVEMENT -MATHEMATICS

The BACC will work toward improving the math performance of students in BACC programs through the collaborative teaching model as measure by the new Merit Core Exam and end of course assessments.

Chairpersons: Hicks and Hoffner

Members: Burk, Burns, Castle, Grohs, Setser, Smith, Wheaton

2S1 TECHINCAL/SKILL ATTAINMENT

The BACC will credential its students to promote technical skill proficiency through State and National skill standards.

Chairpersons: Hoffner, Smith, Hicks, Nagle Members: Dogan, Furney,

Preston, Sikorski, J. Sobeske Wheaton

3S1 HIGH SCHOOL COMPLETION

The BACC will provide support services to all students in an effort to see that they are successful CTE completers.

Chairpersons: Beemer. Sattler, Sowles

Members: Balowski, P. Earl, Preston

4S1 STUDENT GRADUATION RATES

The BACC will provide support services to all students in an effort to see that they graduate from school.

Chairpersons: Beemer. Sattler, Sowles

Members: Balowski. P. Earl, Johnson, Preston

5S1 SECONDARY PLACEMENT

The BACC will conduct an annual follow-up of its graduates to track placement in post-secondary education, advanced training, military, or employment.

Chairpersons: Brockway and Sowles

Members: Furney, Nettleman, Travelbee, Rifenburgh, Withington

6S1 & 6S2 NON-TRADITIONAL PARTICIPANTS AND COMPLETION

The BACC will promote non-traditional programs and provide support services to assist them with successful

Chairpersons: Sattler and Loviska

completion.

Members: Bignell, Burns, B. Earl, Fowler, Gipple, Mestelle, J. Sobeske

- Concerns Committee 1. Duane Wagner
- 2. Ray Wheaton
- 3. Betty McLatcher
- 4. Mike Hoffner/Randy Sowles

Advisory Committees

TECHNOLOGY COMMITTEE

Goal: To identify and recommend new technology and training needs and support the student management system and participate in Branch ISD and Regional Technology committees.

1. Investigate adding a telephone calling system for marketing, safety, and community relations

Chairpersons: Frederick and Knaack

Members: Blair, Cummings, P. Earl, Grohs, Hard, Hice, Sattler, Smith, J. Sobeske, S. Sobeske, Wheaton

OVERALL SIP COMMITTEE

Goal: To act as the steering committee as we pursue endorsement for TRAC and Perkins.

- 1. Monitor the TRAC process to maintain compliance.
- 2. Implement Perkins/ Tech. Prep./Special Pops. grants

2010-2011

SCHOOL IMPROVEMENT COMMITTEE

- 3. Implement the Perkins Core Performance Indicators.
- 4. Assist the region with the implementation of career development activities.
- Evaluate program delivery.
- 6. Evaluate and implement school safety.

Chairperson: Hoffner and Smith

Members: Beemer, Bignell, Blair, Fowler, Frederick, Grohs, Hard, Hicks, Knaack, Lambertson, Loviska, Nagle, Preston, Rinehart, Sattler, Sowles, Wagner, Withington

PUBLIC RELATIONS COMMITTEE

Goal: Focus on marketing and public relation efforts to promote career and technical education.

- 1. BACC will develop articles for the BISD newsletter, Informer, Q1 Video and Reporter projects.
- 2. Continue involvement in conducting the annual Open House.
- 3. Continue to support BACC Student Endowment Fund/United
- 4. Continue involvement in community service activities.
- 5. Continue individual program community projects.
- 6. Continue promotional advertising for the BACC with cable advertising and Coldwater Cinema.
- 7. Organize BACC social activities.
- 8. Continue Awards Committee activities.
- 9. Organize BACC daily bulletin.

Chairpersons: Rinehart, Withington, and Wagner

Members: Balowski, Brockway, Brokus, Calloway, Case, Dunn, Heath, Hines, LoPresto, McLatcher, C. Parshall, Post, Sattler, Snyder

Individual Growth Plan

- Data Charts by category
- Question's for review

Completion date and Review Schedule

- Handed out Sept 16th and returned Sept 30th.
- 16 program reviews during the month of October.
- Each lasted about 1 hour.

Collect comments and look for common themes.

- See attached.
- Be open minded and positive.
- Remind yourself that this is a pilot process.

Continue to work with the SIP Team

- Refining the process
- Establishing benchmarks
- Updating questions/worksheets by category.
- See new questions

School Code 1250 Performance-Based Compensation

- A district shall implement a compensation method for teachers and administrators that includes "job performance and job accomplishments as a signaficant factor" to determine "compensation
- And additional compensation."

State School aid Act Section 94a Teacher Identifier System

- The identifier system shall correlate individual student academic achievement data, including growth in academic achievement, to each teacher who has taught the student.
- Provide access to data by school board members, teachers, and administrators so they can make informed decisions to improve instruction and student acheivement.