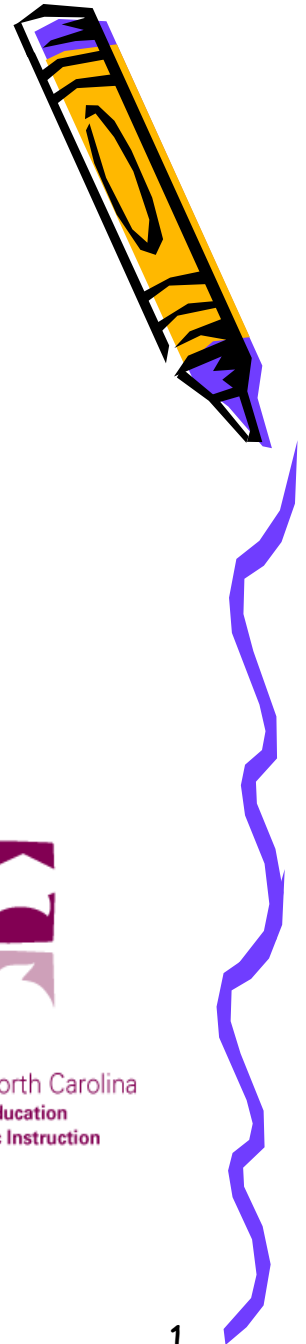


NORTH CAROLINA Professional Educator EVALUATION SYSTEMS

North Carolina
Department of Public Instruction
NC Professional Teaching Standards Commission



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

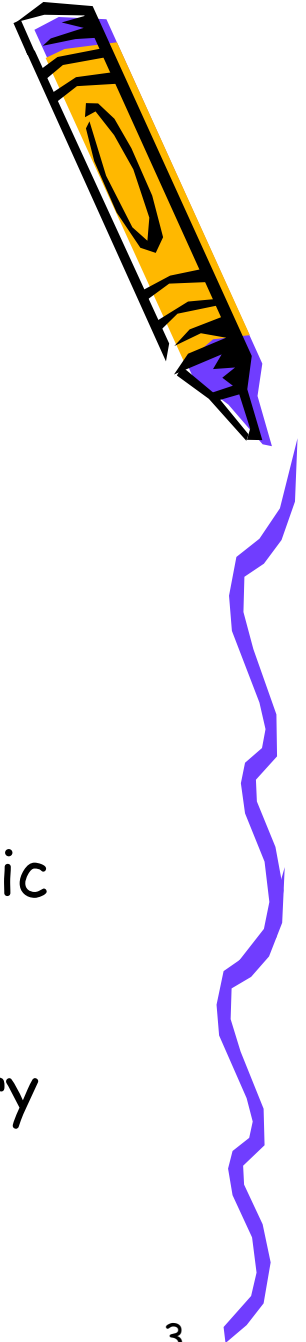
Future-Ready Students For the 21st Century

The guiding mission of the North Carolina State Board of Education is that every public school student will graduate from high school, globally competitive for work and postsecondary education and prepared for life in the 21st Century

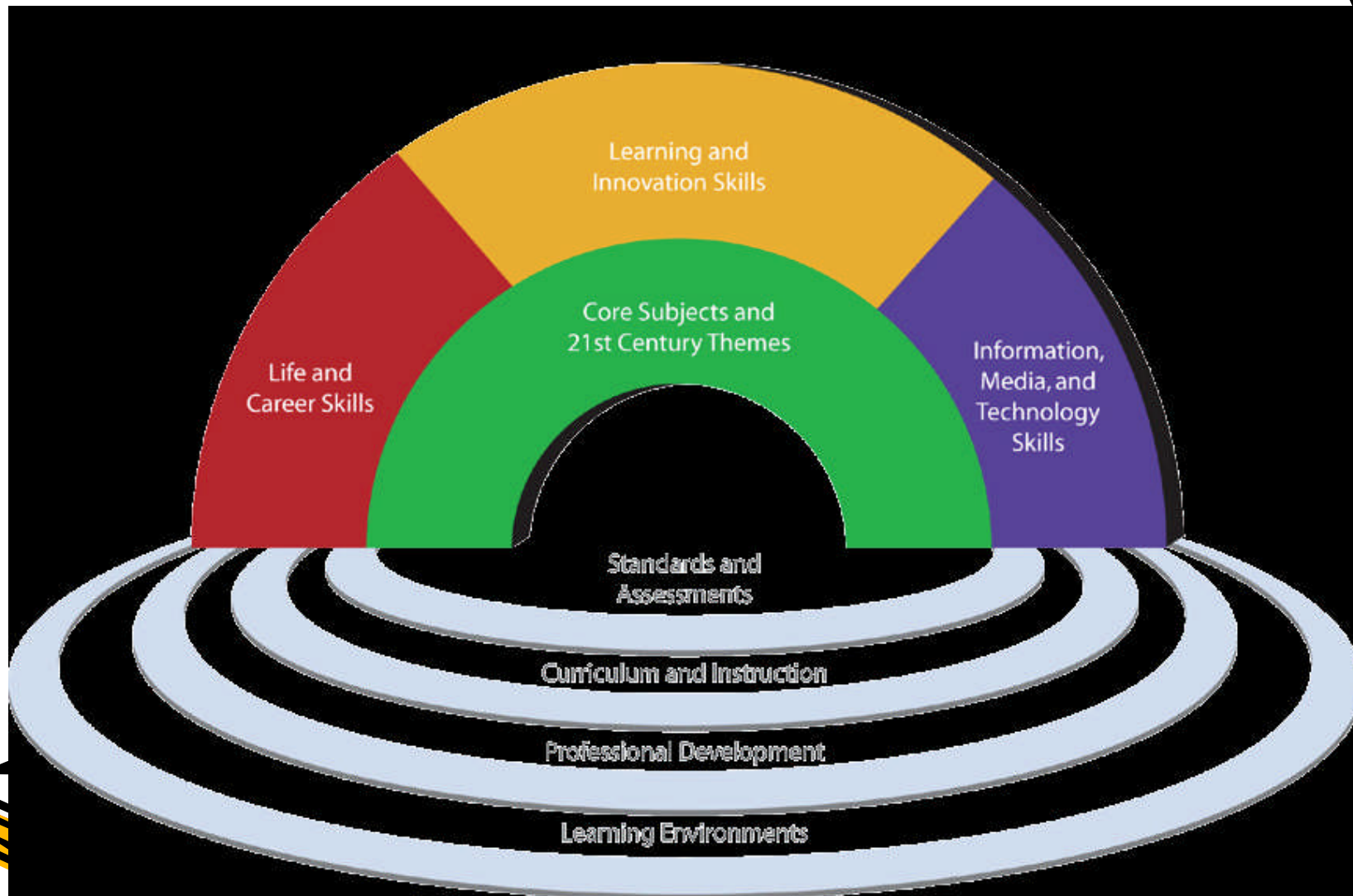


To accomplish this mission, North Carolina Public Schools will:

- Produce globally competitive students
- Be led by 21st century professionals
- Be healthy and responsible
- Leadership will guide innovation in NC Public schools
- Be governed and supported by 21st Century Systems



21st Century Skills Framework





What is different about this evaluation system?

The most significant difference is **ALIGNMENT!**

SBE mission and goals

21st Century Skills and Knowledge

Research from Teacher Working Conditions Survey

School Executive and Superintendent Standards

Evaluation Instruments

Program approval for Schools of Education

Professional Development



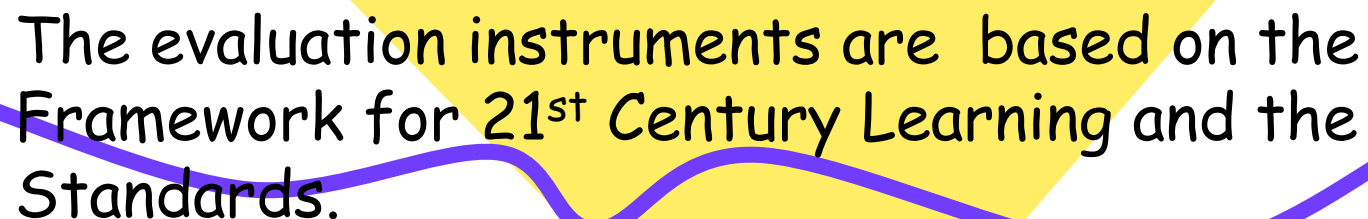


North Carolina Professional Educator Evaluation Systems

Their purpose is to support and promote effective leadership, quality teaching, and student learning.

The design is a growth model to improve instruction and enhance professional practice.

The evaluation instruments are based on the Framework for 21st Century Learning and the Standards.





They are flexible enough to be fair to teachers and school executives of varying levels of experience and in school settings.

The rubrics are formative in nature based on a rating scale from developing through distinguished.

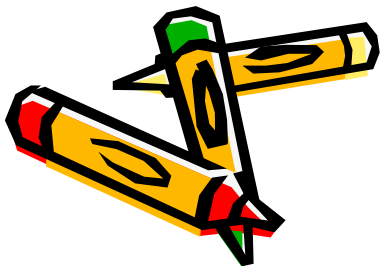
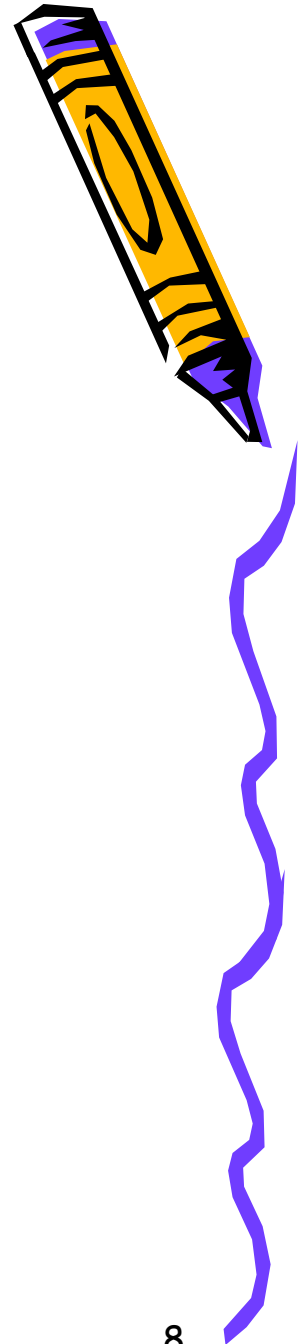
Multiple data sources, artifacts, and evidence will be used in assessing educator performance.

They will provide the basis for performance goals and professional development activities.



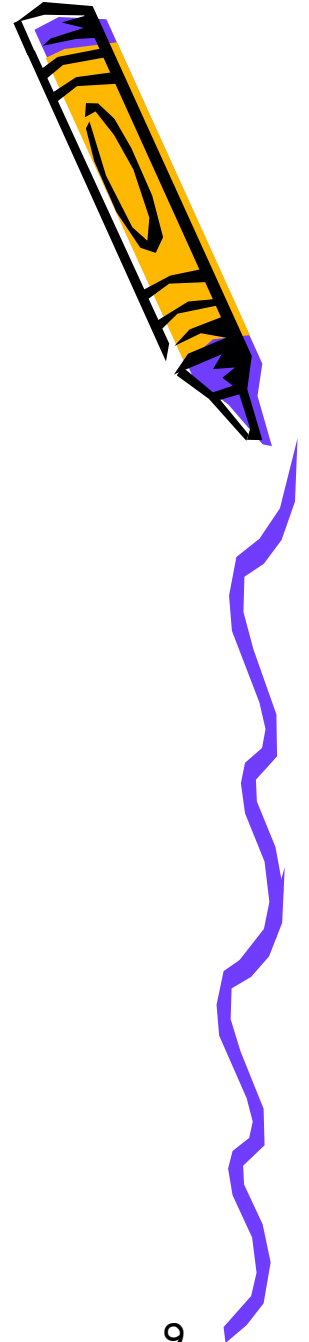
The teaching performance evaluation process will:

- Serve as a measurement of performance for individual teacher.
- Serve as a guide for the professional growth and development of teachers.
- Serve as a basis for the improvement of instruction.



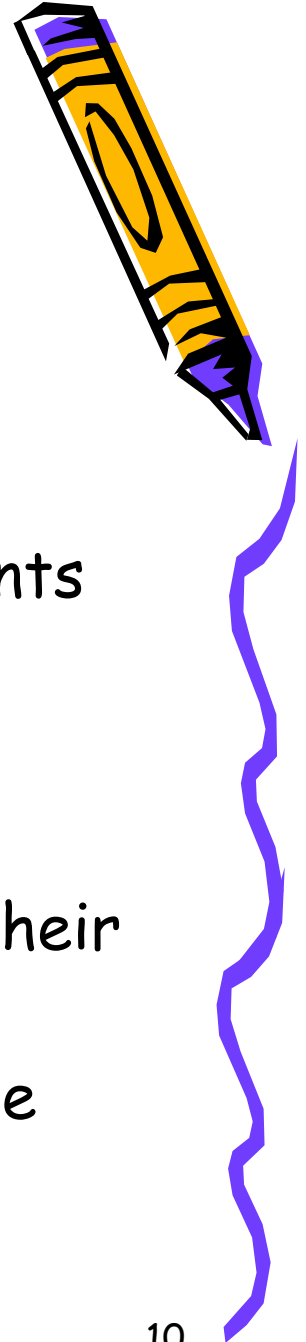
The teacher performance evaluation process will:

- Enhance the implementation of the approved curriculum.
- Guide professional development programs for teachers.
- Inform higher education programs in developing the content and requirements of teacher degree programs.



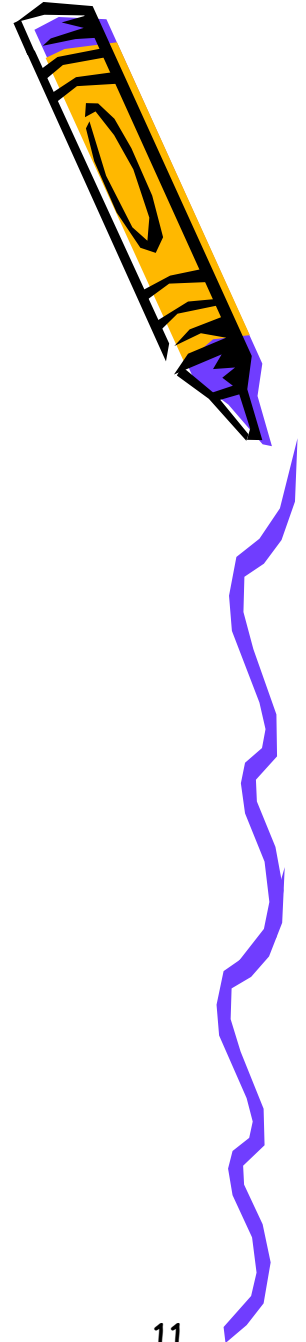
NC Standards for Teachers

- Standard 1: Teachers demonstrate leadership
- Standard 2: Teachers establish a respectful environment for a diverse population of students
- Standard 3: Teachers know the content they teach
- Standard 4: Teachers facilitate learning for their students
- Standard 5: Teachers reflect on their practice



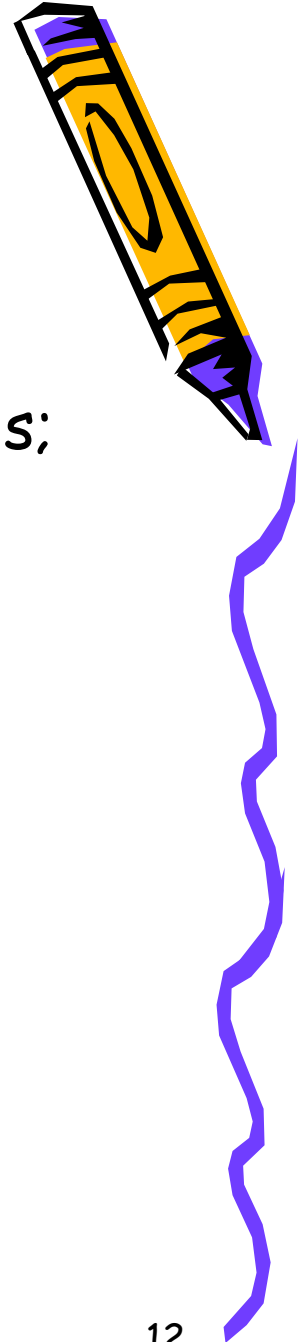
The Principal Performance Evaluation process will:

- Serve as a guide for principals as they reflect upon and improve their effectiveness as school leaders;
- Inform higher education programs in developing the content and requirements of degree programs that prepare future principals;
- Focus the goals and objectives of districts as they support, monitor, and evaluate their principals;



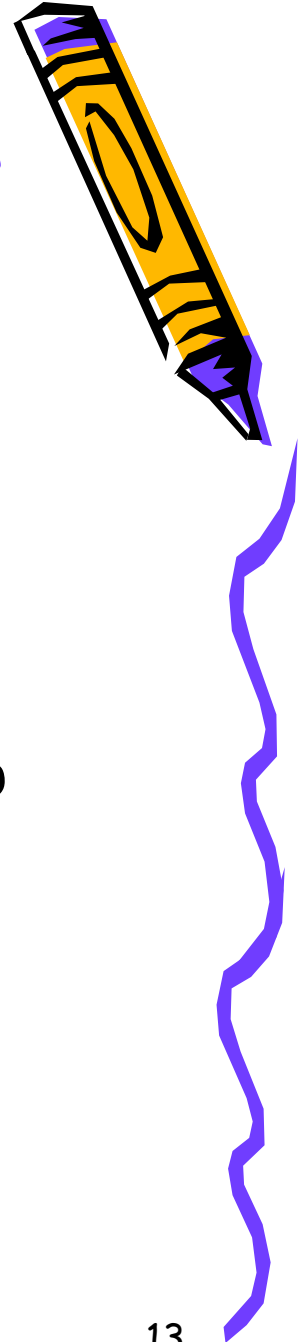
The principal performance evaluation process will:

- Guide professional development for principals; and
- Serve as a tool in developing coaching and mentoring programs for principals.



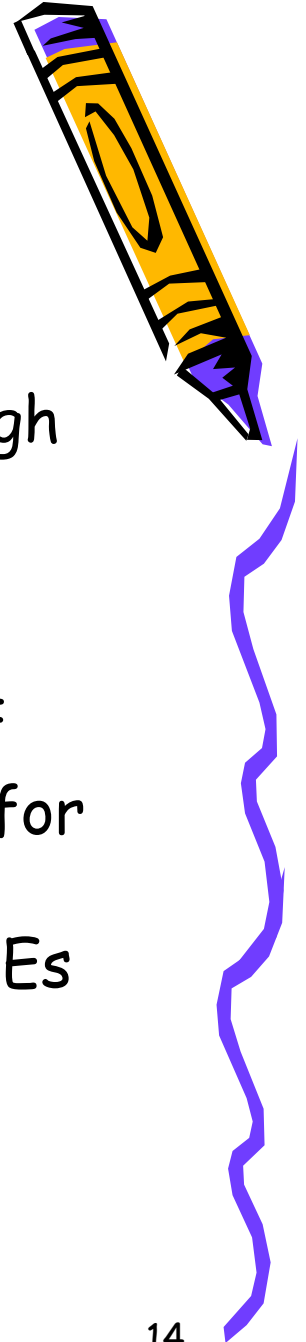
NC Standards for Principals

- Standard 1: Strategic Leadership
- Standard 2: Instructional Leadership
- Standard 3: Cultural Leadership
- Standard 4: Human Resources Leadership
- Standard 5: Managerial Leadership
- Standard 6: External Development Leadership
- Standard 7: Micro-political Leadership



Principal Training

- 3000 principals and supervisors trained through 54 regional training sessions June-July 2008
- Special 3-day session for central office staff offered to increase capacity
- RESA directors trained as well as NCAE staff
- RESAs offered 7 additional training sessions for new hires this fall
- Associate Deans at public and independent IHEs trained





Phase I for the Teacher Evaluation System: 2008-09

13 districts participating:

Jones

Newton-Conover

Alexander

Orange

Iredell/Statesville

Hertford

Scotland

Elkin City

Rutherford

Camden

Cherokee

Wilson

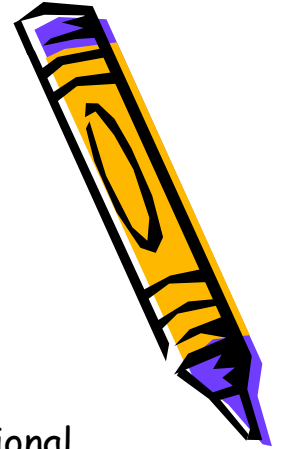
Alleghany



Remaining districts will phase in by 2010-
2011.

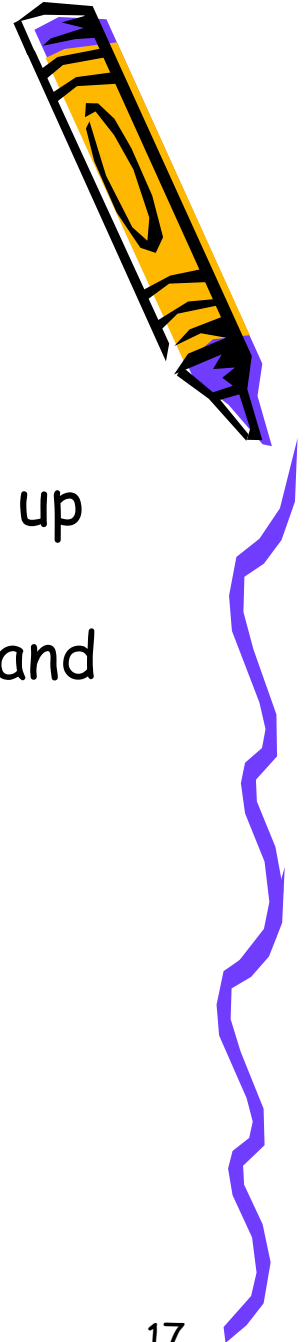
Training for Phase II :

- **Introduction of the Rollout Plan** is being shared with superintendents at regional meetings during the fall, 2008.
- **Building LEA Capacity:** "Train-the-Trainer" model.
- Beginning in October, 2008 DPI will provide two-day, in-depth training sessions for LEA teams grouped by regions.
 - **Region 8 and 1** Oct-Dec
 - **Region 7 and 2** Dec-Jan
 - **Region 6 and 3** Jan-Feb
 - **Region 5 and 4** Feb-Mar
- **LEA Teams Deployed-** The LEA training team will implement the new evaluation system during the 2009-2010 or 2010-2011 school year. This allows the LEA to plan training based on district schedules and calendars. It also allows for flexible training formats as determined by each school system. DPI will provide support to LEAs as needed. A network of Phase I LEAs will be established as a support resource. RESA staff, NCAE, and ~~teachers~~ on Loan have trained personnel and can be available for support and or training as well.



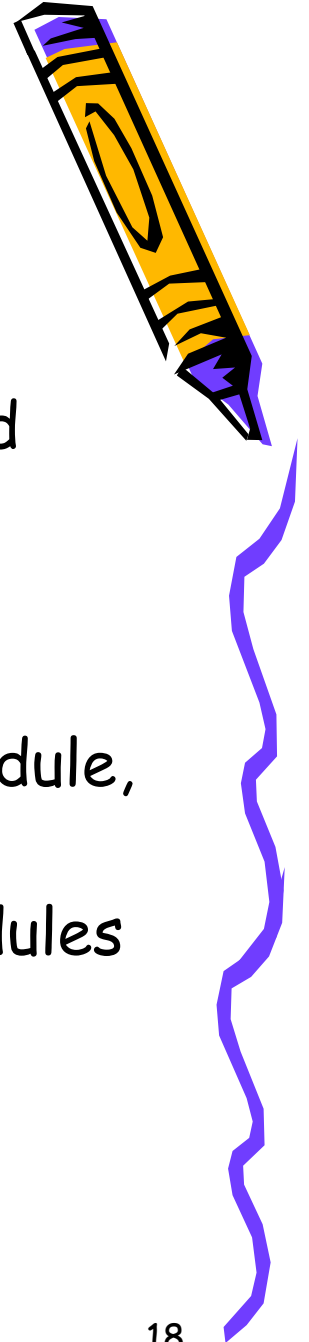
Support for Principals and Teachers

The Office of Professional Development has formed several partnerships to provide follow up professional learning. Support will be offered through face to face training, online courses, and hybrid training.



Face to Face Support

- Summer Leadership Academies will be offered through our partnerships with both public and private IHEs
- PD providers have designed training:
 - NC Teacher Academy-Teacher Leader module, PLCs
 - Triangle Leadership Academy-several modules for the 7 standards
- LEA Leadership Academies
 - RESA training offerings

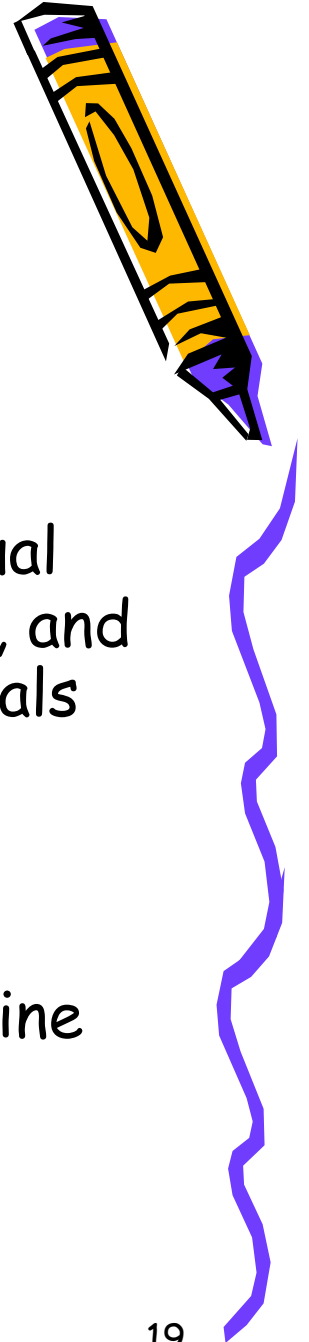


On-line Support

- E-Learning for Educators:

This partnership with DPI, North Carolina Virtual Public School, Learn NC, The Friday Institute, and NC Public TV will provide teachers and principals with a variety of course offerings.

The North Carolina Community Colleges:
Learning Object Repository will provide an online resource for professional development.



Hybrid Support

Following Leadership Institutes, online support will be designed through webinars and wikis. These will be in collaboration with our university partners and LEA leadership.

