

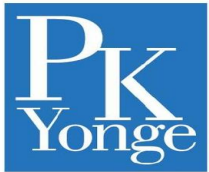
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# Goals of this Work

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- Create a system that supports teacher growth and empowerment
- Continue to build on strengths of practice
- Provide an opportunity to showcase and reflect on practice annually
- Allow teachers to align annual expectations with opportunities for promotion at the University of Florida



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# 2016-17

## Ways of Work (WOW)

### COMPONENTS of Teacher Evaluation

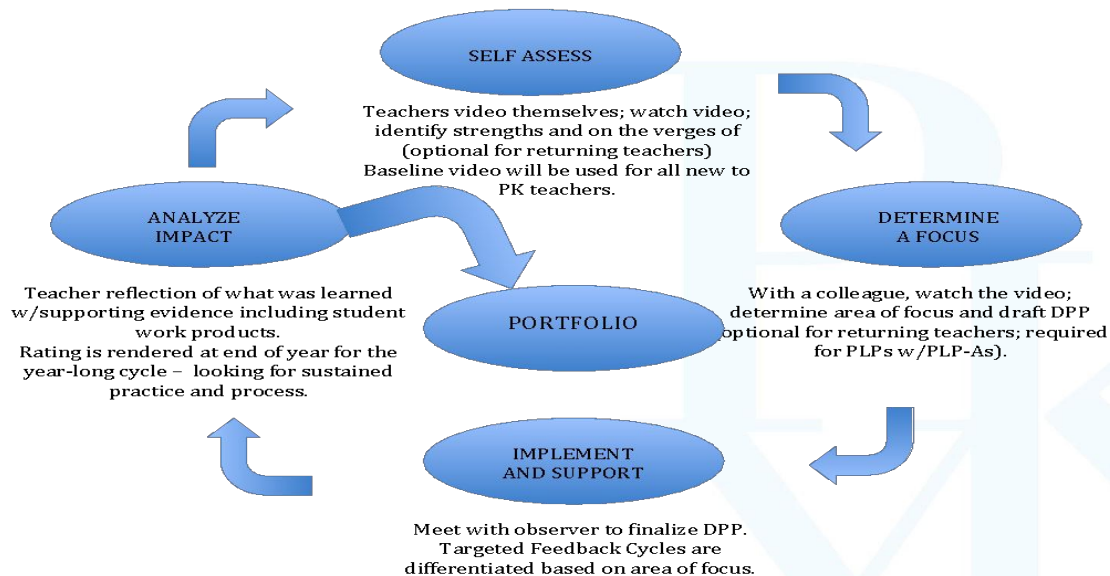
1. Targeted Feedback Cycles (TFCs) – 1/3
2. Teacher Portfolio – 1/3
3. Student Outcomes – 1/3



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# Connections to TFCs

## TARGETED FEEDBACK CYCLES, DPP and PORTFOLIO RELATIONSHIP





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# Portfolio Building on Strengths

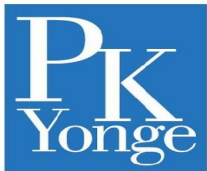
- Highlights individual strength of the teacher
- Codifies quality work “in action”
- Provides a platform for sharing work
- Connection to promotion



# Portfolio 2016-17 WOW

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- New rubrics
- Opportunity for digital or paper submission
- Support for portfolio creation built into Wednesday PL schedule
- Clear alignment between portfolio and promotion
- Choice for determining the final rating
  - Peer review
  - Administrative review
  - Or combination



# Scoring of Portfolios

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- Three Sections of the Portfolio; Parts 1 & 2 can be Reviewed by Peers; Part 3 by Administration
  - *Part 3 will be addressed in the Oct. 12 K-12 Faculty Meeting*
- Portfolios Scored on a 1-4 Rubric
- Teachers choose:
  - 100% scored by Administration
  - 20% Admin/80% Peer Review
  - 50% Administration/50% Peer Review



# Portfolio 2016-17 Timeline

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- Deliberate Practice Plan (DPP) Due September 14<sup>th</sup>
- TFCs begin September 15<sup>th</sup>
- Elect Peer Reviewers (two from each division) by January 13<sup>th</sup>
- Teachers Document Choice of How Their Portfolios will be Scored by January 27<sup>th</sup>
- Portfolios are Submitted EOY
- Portfolios are Scored over 3-5 days in Mid-July, depending on # of Teachers who Opt for Peer Review

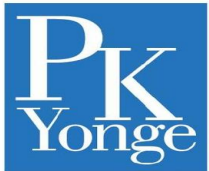




# Rubrics

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- 5 Minutes for Once Over – Note any Questions, etc. in the Margins
- Close Look at Levels 3 & 4
  - What are the distinguishing characteristics between these two levels?
  - What is the relationship between PKY's Mission, Inquiry, and Level 4 Rating?



# Rubrics

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- Re-Group
- Discuss Possible Evidence from Your Practice that You May Use as Documentation
- Discuss Links between TFCs, Inquiry, Promotion, and Portfolio
- Share Aha-s!



# Final Thoughts...

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# Reflection

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Please take time to share pluses and deltas about today's Professional Learning.