



BSD#7 LRSP Strategic Objective ACTION PLAN: 2.03 HR Evaluation Process 2011-12

Strategic Objective (SO): 2.03 Use the evaluation process to develop a high performing education team.
Topic of SO, e.g., Math, PEAKS, etc.: Teacher Evaluation

Leader: Director of Human Resources
Team Members: Teacher Standards and Evaluation Committee

Action Plan Projected Completion Date: May 2012.

Evaluation Plan: *Describe steps you will take to determine if you have reached this strategic objective.* The Board of Trustees adopts recommendations from the Teacher Standards and Evaluation Committee will research, design and recommend a Certified Evaluation system to identify effective and highly effective teaching standards and evaluation practices that produce student growth.

Best Practice Investigation: *What information is uncovered looking at best practice in relation to this strategic objective.* The committee will research best practice related to teacher standards and supervision from a variety of sources. Exmples of this work include Charlotte Danielson, Robert Marzano, National Board of Professional Teaching Standards. State and National standards.

Action Steps What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who Who will be responsible for what actions?	Timeframe What is a realistic timeframe for each action?
1. Make standards framework recommendations to staff and administration.	1. Committee	1. December 2011
2. Develop rubrics recommendations to present to staff and administration.	2. Committee	2. February 2012
3. Develop best practice supervision processes to make recommendation to staff and administration.	3. Committee	3. April 2012
4. Make revised and final recommendations to administration and staff.	4. Committee	4. May 2012
5. Present recommendations to the Board of Trustees for approval.	5. Committee	5. June 2012
6. Professional Development begins for Administration and Certified Staff members.	6. Committee	6. 2012-2013 School Year.

Progress expected by the end of the year: The District Standards and Evaluation Committee will make recommendation for a new Teacher standards and supervision process to the Board of Trustees .