



2.07 HR Hire & Retain Highly Qualified SR 2011

Strategic Objective (SO):

2.07 Research strategies for hiring and retaining highly qualified employees.

Department/School: Human Resources

Leader: Pat Strauss

Team Members:

Teacher Standards and Evaluation Committee

In a year, we hope to see the following progress on this strategic objective:

Make teacher evaluation process/system recommendations to staff and administration based on Best Practice to identify effective and highly effective teaching standards that produce student growth that is adopted by the Board of Trustees.

PROGRESS SUMMARY

The Teacher Standards and Evaluation Committee met during the 2010-2011 School year. The following was accomplished :

1. Developed a common understanding of the current teacher evaluation and supervision process.
2. Developed a list of research questions and topics to be discussed during the process.
3. Developed worst and best outcomes related to revising the teacher evaluation process.
4. The committee collected research topics and studied state/national teacher evaluation and supervision practices.
5. The Committee discussed effective teaching and identified what those attributes looked like for the Bozeman School District.
6. The Committee discussed the need for differentiating the evaluation and supervision processes for novice, experienced and master teachers. This work will take place in the 2011-2012 school year.