

Garden City Public Schools
Educator Evaluation Training/Professional Development Plan
Public Reporting Requirement

Per MCL Section 380.1249.3(f), of The Revised School Code, “. . . a school district . . . shall post on its public website . . . a description of the plan for providing evaluators and observers with training” on the school district’s selected evaluation tool(s) for teachers and administrators.

Garden City Public Schools has developed the following training/professional development plans:

Teacher Evaluation: Charlotte Danielson’s Framework for Teaching

- All teachers will be provided access to the following online course modules through *Educational Impact’s* Online Academy. Time has been allotted on three of the District’s district provided professional development days (November 8, 2016; January 16, 2017; May 2, 2017) for such purposes. Teachers may also receive SCHECHs through this process if they elect to do so.
 - *The Danielson Framework: 22 Components of Great Teaching*
Estimated Completion Time: 5 - 6 Hours
Video Time: 3 Hours
Course Description: Drawing on years of research and personal experience, Charlotte Danielson presents commentary on each one of the 22 Framework components. Charlotte offers teachers a coherent collection of practical classroom strategies and techniques to help enhance their skills in each component area. She explores why each component is important and how they work together to define “good teaching.” Charlotte also examines the challenges teachers face in achieving a “distinguished” level for each component. (Educational Impact Online Academy Catalog)
 - While optional, teachers will also be provided access to an online course for each of the 22 Danielson components. Teachers may opt to complete any number of these courses, focusing, as an example, on component 3D: *Using Assessment for Learning*, or all 22 courses, if they wish. Each course, which includes video, assessment(s), reflective writing, discussion boards, and in some instances, reading, depending upon the course, can last an estimated two-and-a-half (2.5) to seven (7) hours in length. Specific course opportunities, as provided in the *Educational Impact* Online Academy Catalog are noted below:
 - *Danielson Components – Skill Builders for Domain 1*
 - 1A: *Demonstrating Knowledge of Content and Pedagogy (3 Hours)*
 - 1B: *Understanding Your Students (6 Hours)*
 - 1C: *Settling Instructional Outcomes (6.5 Hours)*
 - 1D: *Demonstrating Knowledge of Resources (3 Hours)*
 - 1E: *Designing Coherent Instruction (6.5 Hours)*
 - 1F: *Designing Student Assessment (4.5 Hours)*
 - *Danielson Components – Skill Builders for Domain 2*
 - 2A: *Building Respect and Rapport with Your Students (4 – 4.5 Hours)*
 - 2B: *Establishing a Culture for Learning (6 Hours)*
 - 2C: *Managing Classroom Procedures – Maximizing Instructional Time (6 Hours)*
 - 2D: *Managing Student Behavior (4 Hours)*

- 2E: *Organizing the Physical Space (4 Hours)*
 - Danielson Components – Skill Builders for Domain 3
 - 3A: *Communicating with Students (4.5 Hours)*
 - 3B: *Raising the Rigor with High Level Questioning and Discussion Strategies (7 Hours)*
 - 3C: *Engaging Students in Learning with Real World Connections (5 Hours)*
 - 3C: *Student Engagement Strategies for Elementary Teachers (5.5 Hours)*
 - 3C: *Active Learning Strategies for Elementary Teachers (6.5 Hours)*
 - 3C: *Student Engagement Strategies for Intermediate Teachers (5.5 Hours)*
 - 3C: *Active Learning Strategies for Intermediate Teachers (6 Hours)*
 - 3C: *Student Engagement Strategies for Secondary Teachers (5.5 Hours)*
 - 3C: *Active Learning Strategies for Secondary Teachers (6 Hours)*
 - 3D: *Using Assessment for Learning (5.5 Hours)*
 - 3E: *Flexibility, Responsiveness and Differentiation (7.5 Hours)*
 - Danielson Components – Skill Builders for Domain 4
 - 4A: *Reflecting on Teaching (2.5 Hours)*
 - 4B: *Accurate Records and Data Analysis (5.5 Hours)*
 - 4C: *Enhancing Learning with Family Involvement (4 Hours)*
 - 4D: *Teacher Leaders and Professional Learning Communities (4.5 Hours)*
 - 4E: *Leveraging Principal-Teacher Conferences to Impact Teacher Effectiveness (3.5 Hours)*
 - 4F: *Professional Responsibilities of Distinguished Teachers (5 Hours)*
- Through the coordination of Wayne RESA Intermediate School District, all administrators who will be conducting teacher evaluation, using Charlotte Danielson’s *Framework for Teaching*, are participating in a four day training, with each session providing a full day of professional development. Personnel from *The Danielson Group* have been contracted by Wayne RESA to provide these training sessions. Administrators are participating in one of the five cohort groups noted below:
 - Cohort 1: August 15, 2016; September 19, 2016; October 17, 2016; November 14, 2016
 - Cohort 2: August 16, 2016; September 20, 2016; October 18, 2016; November 15, 2016
 - Cohort 3: August 17, 2016; September 21, 2016; October 19, 2016; November 16, 2016
 - Cohort 4: August 18, 2016; September 22, 2016; October 20, 2016; November 17, 2016
 - Cohort 5: August 19, 2016; September 23, 2016; October 21, 2016; November 18, 2016

Administrator Evaluation: School ADvance Administrator Evaluation System

- All administrators will receive School ADvance System training, through providers authorized by School ADvance, LLC. Dates have yet to be determined.
- All individuals who will be conducting administrator evaluation using School ADvance will receive School ADvance System training, through providers authorized by School ADvance, LLC. Dates have yet to be determined.