



Talent Management System - *Evaluating Staff*

District and building leaders evaluate educators and staff based on identified role-based competencies and outcomes.

PRACTICE 14

PREPARATION

GETTING AWARE

The talent management team reviews existing requirements as well as evidence-based practices for staff evaluation. The team reviews district data to identify potential gaps between practice and recommended policy and uses a problem-solving protocol to determine areas of focus for improvement.

GETTING READY

The talent management team provides training for all staff who will be in an evaluation role and provides information and training resources to all educators who will be evaluated. The team develops a schedule for the year for evaluation activities, and evaluators reserve time on their calendar for evaluation, training observations and calibration.

PROGRESS INDICATORS

GETTING STARTED

District and building leaders use a state-approved evaluation model that identifies domains and competencies critical to instruction and student support. Leaders are trained in the use of the model, which relies on student data and observation of practice.

GETTING BETTER

District and building leaders engage in regular observation, progress monitoring, and coaching using tools aligned with the state-approved evaluation model. Staff are involved in the evaluation process through reflection, data analysis, and self-evaluation strategies.

KEEP IMPROVING

District and building leaders engage in regular observation, progress monitoring, and coaching using tools that focus on continuous growth in competencies and outcomes. Evaluation tools supplement the state-approved model with reflection, data analysis, and self-evaluation. Student and peer perception information is included in the evaluation data. The evaluation process is reviewed annually based on outcome data.

RESEARCH REFERENCES FOR THIS PRACTICE:

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