

Minutes from April EPAC

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April

- SGOs-most difficult part is choosing the type of SGO
 - course
 - class
 - target group of students
 - target content
- Once chosen, most work takes place and “everything falls into place”.
- What will students know and be able to do and what strategies will get them there? (UbD)
- “Job Alike” teachers together choose type of SGO
- Feedback:
 - + Quantity and Quality improved
 - - capacity issues
 - Solution: 1. hire more administrators ☹️ (part/full time) to handle managerial tasks so principals can do observations 2. “TIC” Teacher-in-charge
- Decisions
 - each district will determine which teacher SGOs are linked to P/VP evaluation
- Rutgers Report – Bill Firestone
 - report will contribute to any changes needed
 - central scheduling for observations – on Google Docs (all are announced?)
 - preference-external experts over internal trainers (at least in beginning)
 - training for administrators – including discussions to hone skills and develop common thinking
 - need improvement on aligning observation data to PD (MyLearningPlan will do this)
 - changes over time
 - begin moving toward improvement of teacher practice and student growth
 - stick with it rather than adding new goals in a new year
 - need plan for training new staff
- SGP data – How is it being used? (statistics)
 - create a graph to see if raters are consistent-Are some schools rating higher than others?
 - compare SGO to teacher practice – There should be a correlation. If there are outliers, there may be a problem (state says)
 - use data so you know what is happening in the district
 - keep data points anonymous

- Notes (see slideshow for data slides)
 - SGP 31 (141 students)
 - SGP range 35-65
 - “cut scores” are TBA

- SGO
 - higher quality SGO=higher achievement on tests
 - most helpful – analyze baseline data
 - collaborate!
 - group students by preparedness levels

 - Requirements for SGOs in AchieveNJ (see guidebook)
 - SGO teacher and principal
 - 1-2 SGOs if you have an SGP
 - 2 with no SGP
 - November 15 (preliminary) and February 15 (final adjustments)
 - 4 point scale (consider past performance data)
 - Data Lag – ex: using final exam as SGO (in June) – Do you give it in May? or do you make adjustments afterwards?