



## **Educator Evaluation Training Summary**

The Oak Park School District (OPSD) has been using the 5 Dimensions of Teaching and Learning instructional framework (5D+) as a growth model for teachers since the 2016 school year. A three-day training was conducted for all teaching staff on August 1, 2016, August 2, 2016 and August 24, 2016 and all building and district administrators participated in full-day evaluation training on September 9, 2016. In December 2016, the District conducted training for the School ADvance framework for all district and school leaders. Individual evaluation tools are in place for ancillary staff (social workers, psychologists, and speech and language pathologists), that are aligned with their professional organizations. The ongoing work and training related to evaluations, for all professional staff, is to identify and align the correct tools for optimal growth and development. We know that continuous improvement in our practice will only happen through the development of a common language, implementation of consistent practices using the frameworks, with fidelity to maximize inter-rater reliability. This is only accomplished through continuous training.

Training has been on-going with the current Michigan Department of Education approved tools since 2016. OPSD has consistently partnered with MASA and MASSP to train administrators and teachers to use 5D+ and the district and building leaders to use School ADvance. Most recently OPSD has provided training related to 5D + on January 13, 2020. Evaluation protocol training was provided to all district and building leaders on August 12, 2020 and all professional staff, across the district on October 9, 2020 during a designated professional development day. All district and school leaders participated in a full-day training with the School ADvance authors and training team on October 22, 2020.

The Specialized Student Services Director trains the OPSD social workers, psychologists and speech and language pathologists on the individual tools designed to measure performance specific to their licenses and job responsibilities. Building leaders annually train staff at the building level through various embedded Professional Development days and staff meetings throughout the year. The Teaching and Learning Department provide building leaders with training related to student growth data and they offer office hours to train teachers and ancillary staff.

On February 1, February 4, March 2, April 15 and May 4, 2021, district and building leaders engaged in extensive training through Instructional Leadership Academy (ILA) through the University of Washington Center for Educational Leadership. This training was directly aligned with the 5D+ framework, and focused on instructional leadership knowledge and skills, instructional data analysis, the development of observation norms and common language, providing several opportunities to practice using observation strategies, scripting, and walkthroughs.



For the 2022-23 school year, OPSD updated the Evaluation Guidebook to include iReady as part of a student growth measurement. The Department of Teaching and Learning implemented training using a video PowerPoint with a voiceover from the Director of Student Growth and Accountability, presented at all back-to-school building business meetings on August 29, 2022. The training is also accessible through the district's Staff Links for review at any time. OPSD welcomed four new building administrators who are participating in 5D+ training through cohorts offered by MASSP.

The Oak Park School District is committed to ongoing, continuous training that will best serve the growth and development of staff.