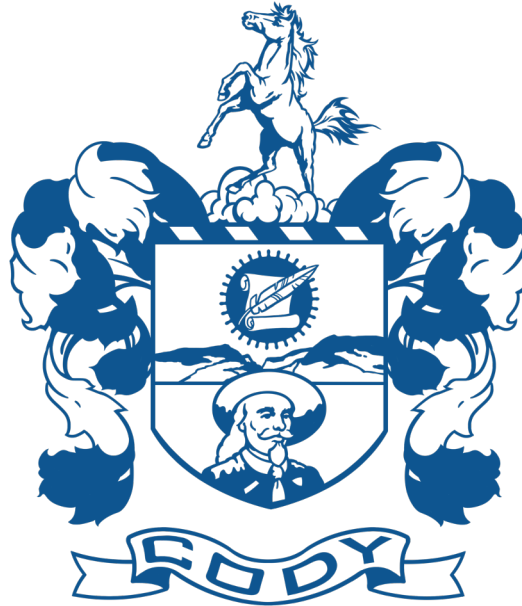


Park County School District No. 6



Certified Evaluation System Overview

Stakeholders

During the 2005-2006 school year, a Teacher Evaluation Team was established to create a new evaluation system, modeled after Charlotte Danielson's work. This team included certified staff and administrators from elementary, middle and high school levels.

With the promulgation of Chapter 29 Certified Personnel Evaluation Systems on December 30, 2010, criteria for certified evaluations were defined. School districts throughout the state were required to submit copies of their evaluation systems to the Wyoming Department of Education for approval. Significant changes to any evaluation must also be submitted to WDE.

The 2010-11 Teacher Evaluation Team, which included all school administrators and a school board member in addition to certified staff members, utilized the work of Dr. Paula Bevan to thoroughly review and revise the Teacher Evaluation system. The 2011-12 Teacher Evaluation Team continued revising the Teacher Evaluation and created evaluation systems for Counselors, Instructional Facilitators, Library/Media Specialists, Nurses, School Psychologists, Therapeutic Specialists and Title I Teachers. Each group's evaluation system was subsequently reviewed by group members.

In 2012-2013, the team was renamed the Certified Evaluation Team. The team has continued to meet a minimum of two times per year. A survey is administered each spring to all district certified staff to gather input and receive feedback on our evaluation system.

Performance Criteria

The PCSD #6 evaluation system is aligned with the standards of the Wyoming Professional Teaching Standards Board and is research based in accordance with Charlotte Danielson's Enhancing Professional Practice: A Framework for Teaching and The Framework for Teaching Evaluation Instrument, 2013 Edition. ETS Pathwise "Components of Professional Practice" was used as an additional resource to further develop the performance description (criteria) of each component of professional practice.

- The primary objective of an evaluation system is to improve performance through professional growth and development and to facilitate a positive learning environment in which both students and certified staff experience success, growth, and achievement.
- Evaluation is a collaborative, continual improvement process based on clear expectations, and objective data, in which competence is verified, areas of needed growth are identified, strengths are assessed, and excellence is acknowledged. The evaluation requires professional growth in which employees are empowered to be reflective and self-directed.
- The supervision and evaluation process supports the belief that each person is a unique individual, whose differences allow him/her to demonstrate proficiency in a variety of ways. Supervisors are encouraged to recognize and support these differences.

Professional Growth

As part of the evaluation process, all PCSD #6 certified staff are required to participate in an annual Summative Evaluation linked to individual and collective professional growth. The targeted area of growth/improvement is identified collaboratively through the evaluation process from the previous year(s), including observations, self-assessment/reflection conferences, and post-observation conferences. Feedback is provided to the certified staff member as outlined in the Description of Performance Evaluation Cycle.

Training of Evaluators

Training of evaluators involves workshops, discussions and/or book studies at the district level. These have included: Enhancing Professional Practice: A Framework for Teaching, 1st and 2nd editions, The Framework for Teaching Evaluation Instrument, 2013 Edition, Pathwise Components of Professional Practice (© 2001), Dr. Paula Bevan's "Tools for Teacher Evaluation" (© 2010), and Charlotte Danielson training. Certified Evaluation Team meetings, held at least three times per year, provide the opportunity for discussion and reflection on evaluation practices. Training for evaluators will occur at a minimum of once every three years.

Data Collection

Examples of the types of data and artifacts that may be collected are listed in the Summative Evaluation Report. The data and artifacts collected are clearly tied to certified evaluation.

Student Performance

The district uses multiple student performance data to review student growth. Certified staff identify and explain the expected impact on student performance through the teacher's Summative Evaluation Report goal(s).

Evaluation Cycles

As part of the evaluation process, all PCSD #6 certified staff are required to create goals linked to individual and/or collective professional growth. The targeted area of growth/improvement is identified through the evaluation process from the previous year(s), including observations and post-observation conferences. Feedback is provided to the certified staff member throughout the evaluation process.

Non-Teaching Certified Plan of Assistance

For non-teaching certified staff who were granted continuing contract status prior to 2014, a plan of assistance would be implemented when deemed necessary. Non-teaching positions include Compliance Facilitators, School Counselors, School Psychologists, and Therapeutic Specialists.

2010-11 Teacher Evaluation Team

Stefanie Bell, School Board Member	Kelly Merager, Assistant Principal
Betsy Sell, Assistant Superintendent and Curriculum Director	Dorla Herrod, Certified Teacher
Dr. Kip Hanich, Special Education Director	Niki Tisthammer, Certified Title I Teacher
Brandon Jensen, Principal	Jann Ellsbury, Certified Teacher
Brenda Farmer, Principal	Susie Mann, Certified Special Education Teacher
Tom Cook, Principal	Teresa Decker, Certified Teacher
Jill Donley, Principal	Anissa Bree, Certified Teacher
Larry Gerber, Principal	Dean Olenik, Certified Teacher
Jeremiah Johnston, Assistant Principal	Julie Sax, Certified Instructional Facilitator
Sean Murray, Assistant Principal	

2011-12 Teacher Evaluation Team	
Stefanie Bell, School Board Member	Sean Murray, Assistant Principal
Betsy Sell, Assistant Superintendent and Curriculum Director	Kelly Merager, Assistant Principal
Dr. Kip Hanich, Special Education Director	Niki Tisthammer, Certified Title I Teacher
Brandon Jensen, Principal	Jann Ellsbury, Certified Teacher
Brenda Farmer, Principal	Susie Mann, Certified Special Education Teacher
Tom Cook, Principal	Teresa Decker, Certified Teacher
Jill Donley, Principal	Anissa Bree, Certified Teacher
Tim Foley, Principal	Julie Sax, Certified Instructional Facilitator
Jeremiah Johnston, Assistant Principal	
2012-13 Certified Evaluation Team	
Stefanie Bell, School Board Member	Niki Tisthammer, Title I Teacher
Betsy Sell, Assistant Superintendent and Curriculum Director	Jann Ellsbury, Teacher
Dr. Kip Hanich, Special Education Director	Susie Mann, Special Education Teacher
Brandon Jensen, Principal	Teresa Decker, Teacher
Brenda Farmer, Principal	Anissa Bree, Teacher
Tom Cook, Principal	Julie Hammond, Instructional Facilitator
Jill Donley, Principal	Karen Day, Counselor
Tim Foley, Principal	Tonia Reed, Teacher
Jeremiah Johnston, Assistant Principal	Renate Rice, Special Education Teacher
Sean Murray, Assistant Principal	Sheryl Sides, Special Education Teacher
Kelly Merager, Assistant Principal	Sandy Winninger, Media Specialist
2013-14 Certified Evaluation Team	
Stefanie Bell, School Board Member	Jann Ellsbury, Teacher
Betsy Sell, Assistant Superintendent and Curriculum Director	Susie Mann, Special Education Teacher
Peg Monteith, Special Education Director	Teresa Decker, Teacher
Dave Treick, Principal	Anissa Bree, Teacher
Brenda Farmer, Principal	Karen Day, Counselor
Tom Cook, Principal	Casie Dimsey, Teacher
Jill Donley, Principal	Tonia Reed, Teacher
Tim Foley, Principal	Renate Rice, Special Education Teacher
Jeremiah Johnston, Assistant Principal	Sheryl Sides, Special Education Teacher
Jay McCarten, Assistant Principal	Sandy Winninger, Media Specialist
Kelly Merager, Assistant Principal Sandy Winninger, Media Specialist	

2014-15 Certified Evaluation Team	
Stefanie Bell, School Board Member	Jann Ellsbury, Teacher
Betsy Sell, Assistant Superintendent and Curriculum Director	Teresa Decker, Teacher
Peg Monteith, Special Education Director	Anissa Bree, Teacher
Barton Bailey, Principal	Karen Day, Counselor
Brenda Farmer, Principal	Casie Dimsey, Teacher
Jill Donley, Principal	Tonia Reed, Teacher
Tim Foley, Principal	Renate Rice, Special Education Teacher
Mike Wood, Principal	Sheryl Sides, Special Education Teacher
Jeremiah Johnston, Assistant Principal	Sandy Winner, Media Specialist
Jay McCarten, Assistant Principal	Rindi Plambeck, Title I Teacher
Kelly Merager, Assistant Principal	Tess Egger, Instructional Facilitator
2015-16 Certified Evaluation Team	
Stefanie Bell, School Board Member	Jann Ellsbury, Teacher
Betsy Sell, Assistant Superintendent and Curriculum Director	Teresa Decker, Teacher
Peg Monteith, Special Education Director	Anissa Bree, Teacher
Barton Bailey, Principal	Karen Day, Counselor
Tim Foley, Principal	Tonia Reed, Teacher
Kelly Merager, Principal	Sandy Winner, Media Specialist
Jay McCarten, Principal	Tess Egger, Instructional Facilitator
Mike Wood, Principal	Shane Roemmich, Teacher
Jeremiah Johnston, Assistant Principal	Debbie Disney, Special Education Teacher
Patrick Couture, Assistant Principal	Dave Preston, Title I Teacher
Nick Gallagher, Assistant Principal	
2016-17 Certified Evaluation Team	
Stefanie Bell, School Board Member	Anissa Bree, Teacher
Tim Foley, Assistant Superintendent and Curriculum Director	Karen Day, Counselor
Peg Monteith, Special Education Director	Tonia Reed, Teacher
Jeremiah Johnston, Principal	Sandy Winner, Media Specialist
Kelly Merager, Principal	Tess Egger, Teacher
Jay McCarten, Principal	Shane Roemmich, Teacher
Mike Wood, Principal	Debbie Disney, Special Education Teacher
Nick Gallagher, Principal	Dave Preston, Title I Teacher
Beth Blatt, Assistant Principal	Windy Smith, School Nurse
Patrick Couture, Assistant Principal	Mark McKenna, Teacher
Teresa Decker, Teacher	

2017-18 Certified Evaluation Team	
Kelly Simone, School Board Member	Anissa Bree, Teacher
Tim Foley, Assistant Superintendent and Curriculum Director	Karen Day, Counselor
Peg Monteith, Student Support Services Director	Tonia Reed, Teacher
Jeremiah Johnston, Principal	Sandy Winninger, Media Specialist
Kelly Merager, Principal	Tess Egger, Teacher
Jay McCarten, Principal	Shane Roemmich, Teacher
Mike Wood, Principal	Debbie Disney, Special Education Teacher
Nick Gallagher, Principal	Dave Preston, Title I Teacher
Beth Blatt, Assistant Principal	Windy Smith, School Nurse
Patrick Couture, Assistant Principal	Mark McKenna, Teacher
Teresa Decker, Teacher	Audra Morrow, Instructional Facilitator