

## **Meaningful Information Kindling Enlightenment's Message #7 – Evaluation**

There is a lot going on in the world of negotiations between the District and MBUTA. The negotiations committee has begun meeting to discuss the contract. Our calendar committee is convening to discuss the school calendars for 2012-13 and beyond. We have a committee jointly examining health benefits. And we have an Evaluation Committee meeting to discuss teacher evaluation. I appreciate all of the work that it takes from all members of these committees. I look forward to these committees finding ways to help us work together and move forward.

This summary of the first meeting of the evaluation committee is provided by MBUTA and the District. We hope that all of you keep track of what we are discussing. Thanks for taking the time to read it and explore the links built into the summary.

On March 10, 2011, the Certificated Evaluation Committee, a negotiations subcommittee, met for the first time. Present on the Committee were: Rachel Thomas-Wilson (MBMS), Glenn Marx (MCHS), Tim Kelley (MCHS) and Jen Simon (Meadows) from MBUTA (Maggie Mabery (MBMS) was on a Field Trip), and Mike Matthews, Ellyn Schneider and Kathy Hall from the District.

The committee first discussed the purpose of the committee. Dr. Matthews spoke about his vision for the group. Updating the evaluation process is a primary goal. The process has been unchanged for over thirty years, and there are new models that we can study in an effort to create an evaluation process that is effective for the classroom and constructive for the teachers and district. Dr. Matthews also stated that another major goal of the committee is to establish practices that help all teachers develop professionally. There are many ways that a District can embed professional development into its culture, and he hopes that can be an outcome of the committee. He did not see this being a quick process, and believes it is worth investing over a year of time in the process.

Glenn Marx spoke about the fact that there is a great deal of concern from teachers about the use of “value-added data” in the evaluation process, and reminded the committee that the evaluation of teachers is largely subjective and teacher effectiveness cannot be measured using purely objective measures. He shared examples of Schoolwide Learning Results and Student Outcomes as goals for the classroom teacher.

There was discussion of looking into already established models based on the [California Standards for the Teaching Profession](#) or the [National Board for Professional Teaching Standards](#).

The Committee then discussed whether the Committee had appropriate representation. The committee determined to add one more elementary teacher and to include representation from principals, since they are the ones doing the evaluations.

The Committee then took some time to read an article by Dr. Kim Marshall titled, "[It's Time to Rethink Teacher Supervision and Evaluation](#)." Of particular interest in the article were Dr. Marshall's recommendations to give teacher teams the time to develop "crystal clear, end-of-year expectations for learning," to give teacher teams the time collaborate and develop curriculum and common assessments, and to give teachers feedback at multiple times throughout the year, as opposed to simply giving feedback at the end of the year.

The committee will continue to make such readings a part of future meetings.

The committee then reviewed our current evaluation practices. Committee members asked for more clarity about the 360 evaluation process, and that will be a topic at future meetings.

The next meeting will be on April 14<sup>th</sup>. The meeting will be an all day meeting.

Thanks for all you do,

Mike

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