

# Salem School Teacher Evaluation Plan

Salem Board of Education Meeting  
July 15, 2024



# Newly Formed PDEC

(Professional Development and Evaluation Committee)



## Focus for 2023-2024

- Update our evaluation system for 2024-2025 school year
  - Board of Education last reviewed 2015
- Based on new state statute



# Salem School Improvement Plan



High Quality Teaching & Learning		
Action Step/ Strategy	Evidence	Person/s Responsible
1. Clearly articulated process for academic intervention and progress monitoring to better assist teachers in knowing the individual needs of their students.	<ul style="list-style-type: none"> <li>-Use of intervention data</li> <li>-Parent-friendly version on website</li> <li>-Intervention spreadsheet</li> <li>-Clearly defined diagnostic measures for students needing Tiered support</li> </ul>	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Student support Staff</li> <li>-School Leadership team</li> <li>-Literacy Leadership Team</li> </ul>
2. Utilizing monthly department time and collaboration with PDEC and SILT members, we will increase alignment across grade levels by monitoring scope and sequence for all academic subjects K-8.	<ul style="list-style-type: none"> <li>-Curriculum portion of website for parents</li> <li>-Parent guides to be posted to website by end of 23-24 school year</li> <li>-Curricular work on a monthly basis, as well as some half day PD time devoted to curriculum development and alignment</li> </ul>	<ul style="list-style-type: none"> <li>-Administration</li> <li>-PDEC</li> <li>-SILT</li> <li>-Certified staff</li> </ul>
3. Revisit supervision/evaluation model to increase alignment and consistency of teaching and learning expectations.	<ul style="list-style-type: none"> <li>-Committee work</li> <li>-Correlation to climate survey responses regarding clear-cut policies</li> <li>-CCT Rubric</li> <li>-TEVAL document</li> </ul>	<ul style="list-style-type: none"> <li>-Administration</li> <li>-SILT</li> <li>-PDEC</li> </ul>

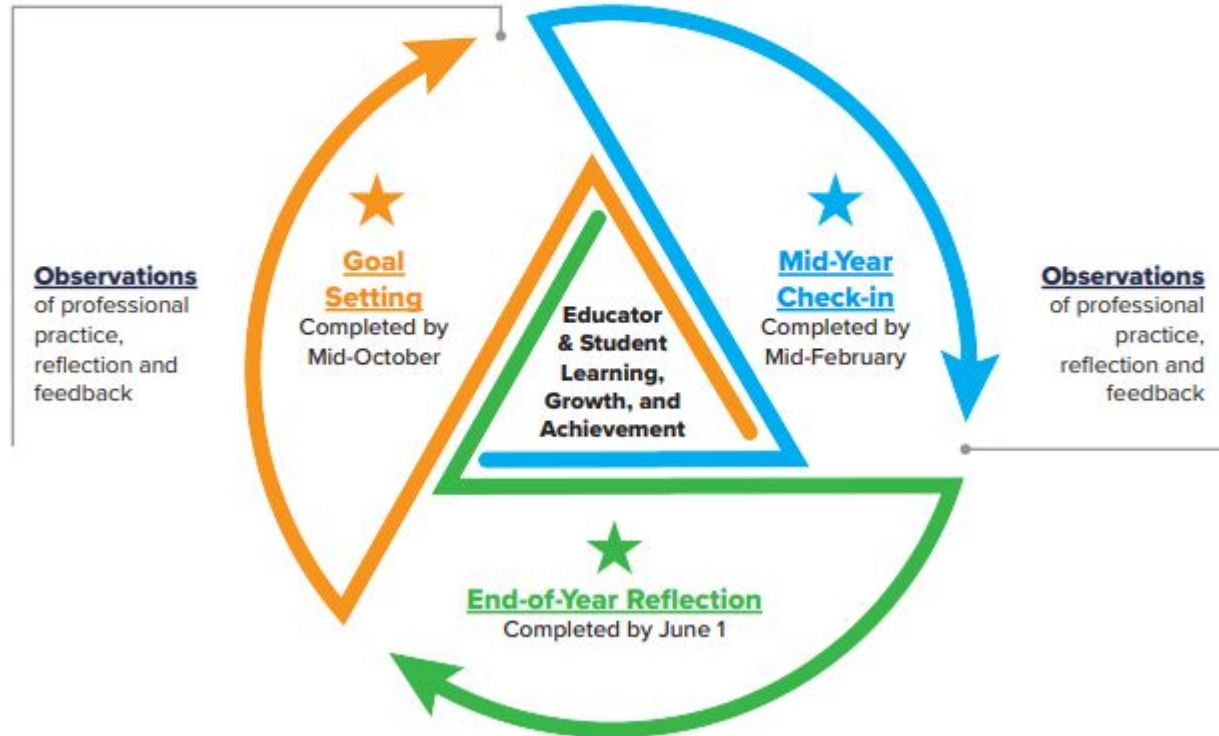


# Educator Continuous Learning Process



## Evaluation Orientation

Completed prior to the start of the Continuous Learning Process



# Process



State crosswalk document:

- What do we do well?
- What needs to be updated?

Edit our process based on teacher feedback

Shared with Leadership Team and staff

Reviewed with Board of Education Curriculum Subcommittee





# Updates



- Timelines
- Created differentiated cycles
- Area to reflect on professional responsibility and teacher leadership
- Growth Plan



# Next Steps



- Student centered goals
- PDEC created model for teacher
- Staff professional development in August

