

From: Superintendent
Sent: Thursday, January 31, 2013 4:34 PM
To: EPS.MailList
Subject: TPEP -- who's involved? What is it? What's the timeline?
Importance: High

Dear Colleague,

Just before winter break, about 200 of our colleagues gathered at Evergreen Middle School to meet with Charlotte Danielson. Dr. Danielson is the woman who “wrote the book” about teacher and principal evaluations that is forming the basis for this district and others in the state to move toward a more collaborative, research-based, growth-oriented, albeit more rigorous, and supportive evaluation model to underpin and propel continuous improvement of instruction and student learning.

Just over one in four teachers (all provisional classroom teachers plus a number of volunteer classroom teachers) in Everett Public Schools and every one of our principals and assistant principals are involved this year in this new Teacher Principal Evaluation Pilot (TPEP). Two years ago the state Legislature mandated that all teachers and all principals must be transitioned to the new evaluation tools no later than school year 2015-16.

Undeniably, the process and the change, when first legislated, seemed daunting and overwhelming. However, rather than step back and allow evaluation model changes to be “done to us,” EEA and district leadership have partnered on a process and timeline that is ambitious and reasonable.

The Everett Public Schools TPEP steering committee garnered grant funding to work collaboratively within our district and in partnership with five districts in this region to involve at least one-fourth of our teachers in a process to test, review, modify and improve the evaluation framework and process so that the ultimate evaluation model does as the law intended – supports teachers, principals AND students to improve instruction and learning.

To date, more than 350 staff members have been involved in hundreds of hours of formal planning and professional development to help shape the teacher and principal evaluation models for the future and to ensure they are the best possible for instructional evaluation and improvement.

During her December presentation, Dr. Danielson (who was once a teacher in our district), helped allay some anxieties of those of us piloting TPEP this year. She emphasized the importance of working together, common understanding, clear communication and common goals – among teachers and administrators, school boards and legislators. In fact, after the meeting with staff, Dr. Danielson met with four of our school board members and a number of legislators to answer questions about TPEP and emphasize again the importance of common understandings and common goals.

You may also be aware that I have been working with colleagues on a four-tier evaluation framework for superintendents and will be piloting that instrument this year, in parallel with our teachers piloting –the [Danielson-based framework](#). As a result of the superintendent evaluation work *and* the TPEP work, our school board has been fully involved with the new evaluation model work and process. Part of the board's involvement to date includes mirroring in my evaluation process the concepts of TPEP – clear criteria and targets and evidence documenting the superintendent's performance. School board members met again in January with members of the district TPEP steering committee – with both groups learning from each other and contributing to a stronger institutional understanding of what this new evaluation process means for us.

If you have not already become a regular visitor to the [TPEP website](#) and reader of the TPEP newsletter, I strongly encourage you to do so – starting with the newsletter attached to this message. (Or [click this link](#) to access the newsletter online.) This newsletter and the growing [TPEP website](#) are the “go to” places for information and updates about all that is happening with the district and the state's work toward new evaluation models we will all be using in the future.

This issue of the [TPEP newsletter](#) announces a **possibility** that OSPI will recommend adjusting the previously established TPEP timeline – essentially accelerating the timeline for all teachers to be on the new evaluation system. We expect OSPI to make a final decision about that recommendation in February.

While news of a faster-than-expected timeline is a surprise, I am grateful – and proud – that a year ago our district and our teachers, principals and school board embraced the change coming for all school districts in the state. Our collaborative work last year preparing for this year's pilot, and the collaboration that continues this year, place us in a much better position to adjust and adapt to whatever surprises come our way – and to do so in ways that ultimately support continual improvement and student learning gains. That IS the *Everett Way*, and thank you for being a part of it.

Warm regards,
Gary