



Fremont Evaluation Training

Fremont Public Schools will be using the Marzano I-Observation Suite for Improving Teacher Effectiveness for teacher evaluations and the School Advance administrative evaluation system for administrators. The district will be using the tools as described by the research and authors. The research, reliability, validity, and efficacy behind these tools and the performance level descriptors are posted separately on the district website.

The training plan is comprehensive and encompasses all teaching staff and administrators at Fremont Public Schools.

I-Observation

In 2013-14, the district completed training with staff from Learning Sciences International, the training group associated with Marzano's I-Observation program. The training included 12 hours for teaching staff over two days and an additional six hours of training for administration. Professional Development included detailed work in the four Domains, and a focus on the various Elements in each Domain, with additional resources provided to each teacher/administrator. Extra administrator PD included a focus on inter-rater reliability, and additional time on Elements in Domain I.

In 2014-15, the district completed training led by administration on Domain I and the essential elements to be observed over the 2014-15 school year. This was a six hour training.

In 2015-16, the district completed training led by administration on Domains 2, 3, and 4. This three hour training included a focus on reflection, planning, and professionalism.

New teachers are provided the same training during teacher initiation sessions held throughout the school year. New teachers will work with both building

administrators and mentor teachers to understand and use the I-observation program, including website, resources, domains, design questions, and elements.

Also during the 2015-16 school year, administrators completed the Leverage Leadership program. This 18 hour program showed the steps great school leaders take to promote effective teaching and transform good schools to great schools, and helped improve inter-rater reliability across the district.

Beginning the 2016-17 school year, a 90 minute refresher is provided for staff, and this will continue each year for all staff.

School Advance

The School Advance administrator evaluation tool included training for district administrators in August of 2016. Training included detailed analysis of the five Domains, and a breakdown of the parts in each Domain.

Our School Board members received six hours of training on the School Advance system in October of 2016 in regards to Superintendent evaluation.

Pat Reeves, author of the School Advance system, provided training for both groups.

The School Board used 12 components of the School Advance system for the 2015-16 Superintendent evaluation. Beginning with the 2016-17 school year, we will be using all components.

Training sessions will be offered to all new school board members moving forward, and update sessions will be offered to current board members on an annual basis.