
Educator Effectiveness Systems

Implementation Plan Report

November 20, 2013



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Draft, Version 4 – 11/15/13



Educator Effectiveness Systems

To ensure that every child has access to effective teaching every day, we will...

Establish a comprehensive educator training, collaboration, and evaluation system that:

Informs and enhances teaching and leadership practice

Informs and enhances District support to schools and classrooms; and

Contributes to the increased retention and professional growth of teachers and leaders.

Effective Teaching Every Day in Every Classroom



Educator Effectiveness Systems



Effective Teaching Every Day in Every Classroom



Educator Effectiveness Systems

What are the status and next steps for the development of a Human Capital Data Management system?



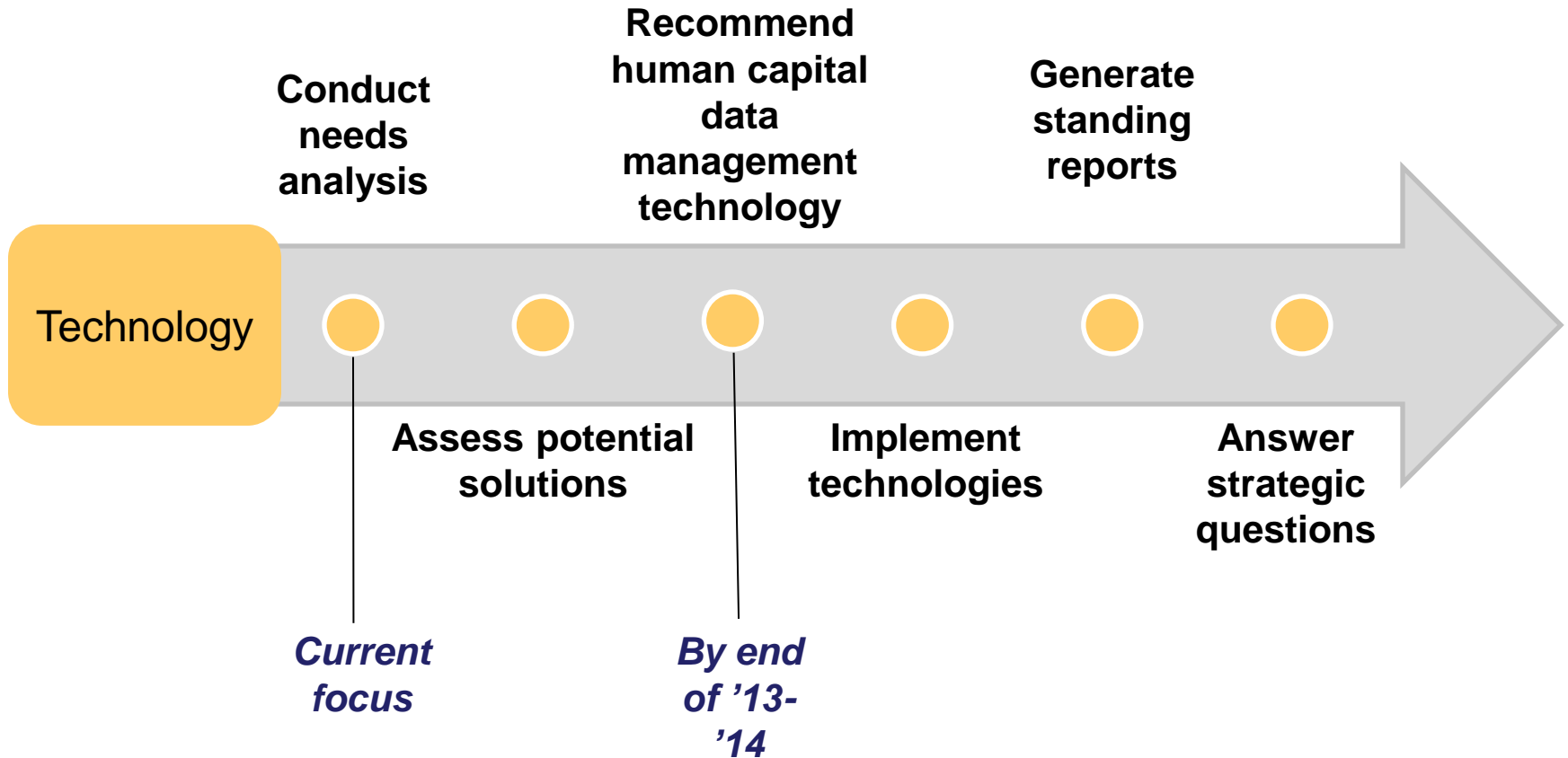
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Human Capital Data Management System



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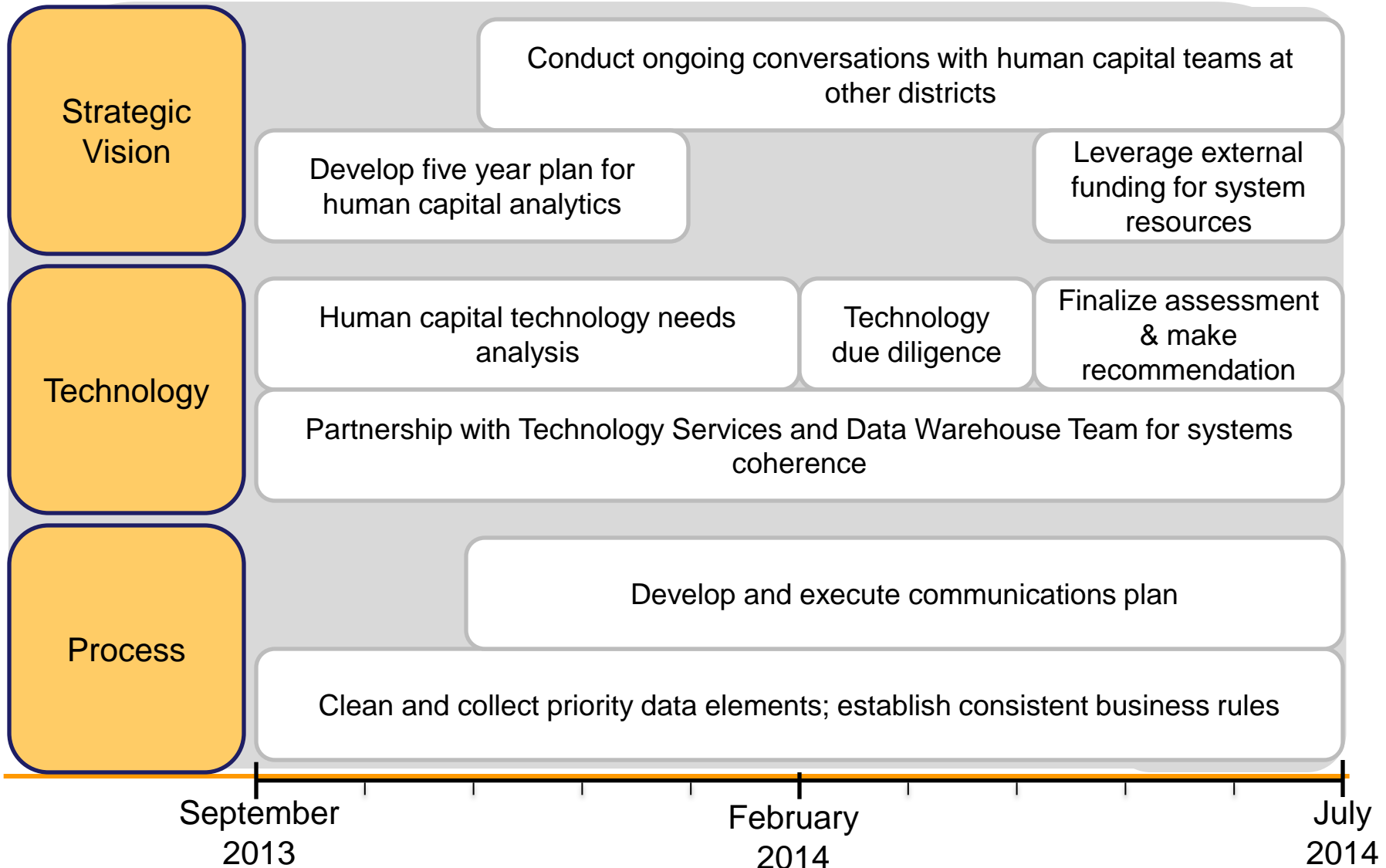
Data Quality ● Data Collection ● Business Rules ● Communication

Human Capital Data Management System



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Educator Effectiveness Systems

What are the status and next steps for each of the three teacher evaluation pilot projects and the principal evaluation pilot project?



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Performance Evaluation Pilots: Teachers



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Teacher Growth and
Development System

Teaching
Effectiveness Pilot

Teaching Excellence
Network

Melrose Leadership
Academy
Westlake Middle School

Alliance Academy
Elmhurst Comm. Prep
Roots International

Castlemont
MetWest

Oakland Effective Teaching Framework
Framework Tuning Team

Joint Study Committee
OEA-OUSD

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Performance Evaluation Pilots: Principals



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18 Principals

Region 1: 5

Region 2: 7

Region 3: 5

High School: 1

Oakland Leadership Dimensions



Leadership Task Force
UAOS-OUSD

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Educator Effectiveness Systems

What do we need in both professional time and talent to enable schools to effectively facilitate professional learning and collaboration among their teachers?



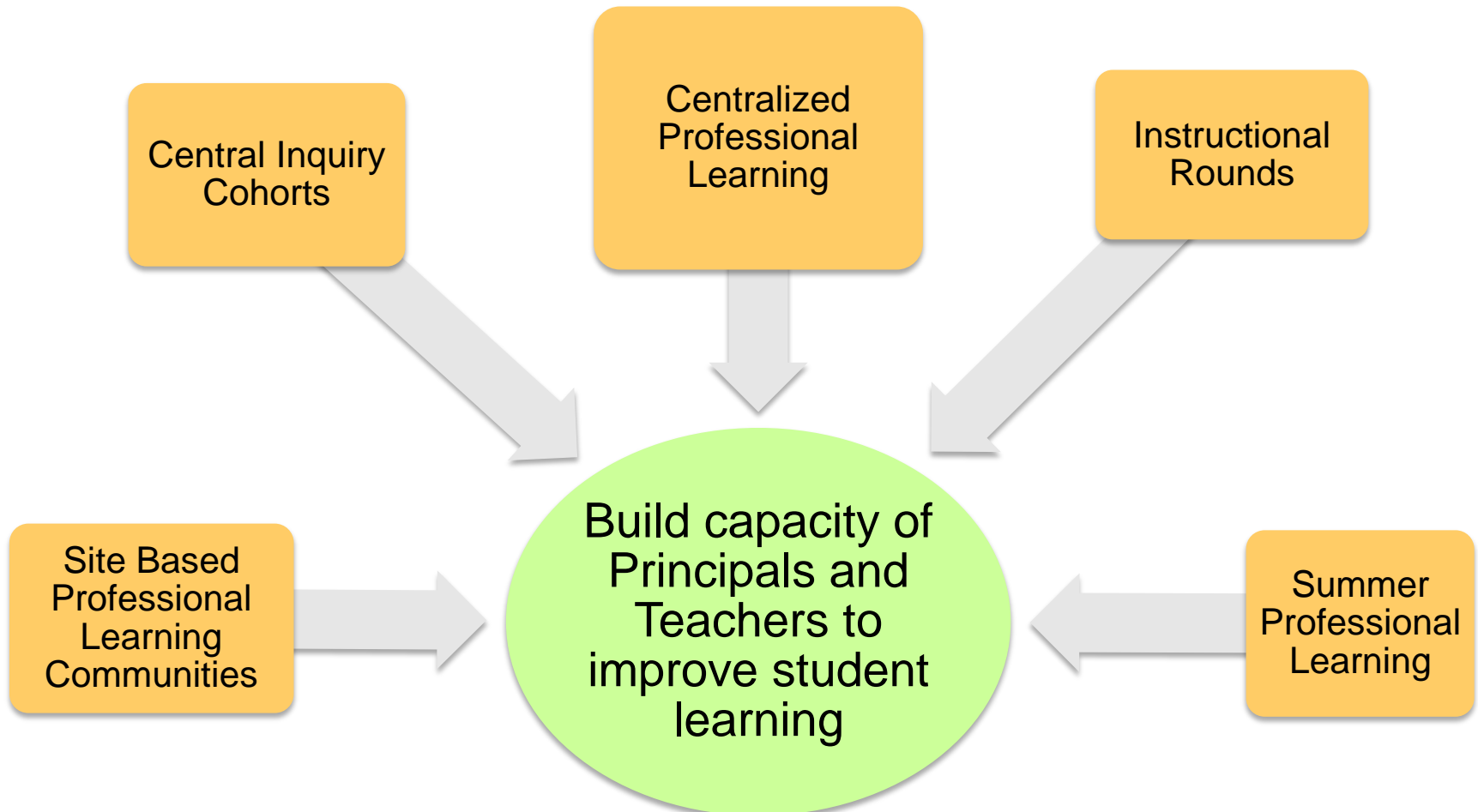
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Aligned Professional Learning and Collaboration: Time



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Common Core State Standards/Next Generation Science Standards

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Aligned Professional Learning and Collaboration: Talent



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Educator Effectiveness Systems

Needs	Time	Talent	Money
Aligned Professional Learning Tools and Resources	✓	✓	
Teacher Collaboration Time	✓		✓
Online Observation Tool		✓	✓
Observer Certification	✓		
Human Capital Data Management System—Phase 2		✓	✓

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