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LEAP

TEACHER GROWTH & PERFORMANCE

2017-18

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**DENVER
PUBLIC
SCHOOLS**

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Welcome Back!
Fall 2017

WHY THIS WORK MATTERS

We're in this for our students. We know the only way our kids are going to grow academically is if we provide the supports you, our teachers, need to grow professionally.



AGENDA



Goals:

- ✓ Provide brief overview of LEAP
- ✓ Share changes for 2017-18
- ✓ Recommend next steps

Every Child Succeeds

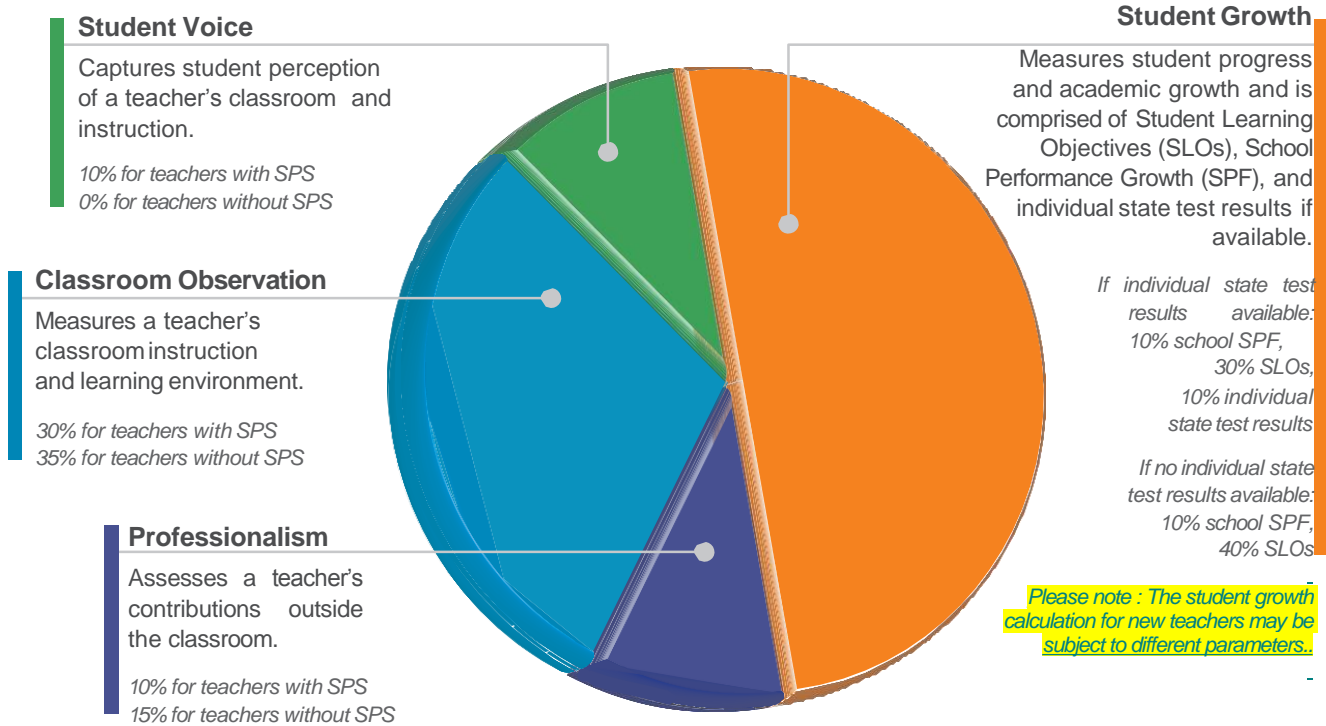
LEAP BACKGROUND



LEAP or Leading Effective Academic Practice:

- ✓ Was designed with input from teachers, school leaders and the Denver Classroom Teacher's Association (DCTA)
 - ✓ Creates a common definition of what great teaching looks like
 - ✓ Complies with state mandates regarding student growth
 - ✓ Helps teachers identify areas of strength and opportunities for growth
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LEAP MULTIPLE MEASURES



OVERALL PERFORMANCE RATINGS

Professional Practice:

Distinguished	Decision	Decision	Decision	D
Effective	Decision	Decision	E	Decision
Approaching	Decision	A	Decision	Decision
Not Meeting	NM	Decision	Decision	Decision
	Not Meeting	Approaching	Effective	Distinguished

Student Growth:

The Professional Practice and Student Growth ratings, the two pieces of the LEAP “pie,” are joined for a final Overall LEAP rating:

- ✓ **Not Meeting**
- ✓ **Approaching**
- ✓ **Effective**
- ✓ **Distinguished**

As in previous years, leaders may need to make a Professional Practice rating decision and/or a decision the final Overall rating.

KEY UPDATES 2017-18



✓ Framework for Effective Teaching:

- Edits were made to the Framework (LE1, and I1-I8)

A summary of these edits is available online on
The Commons – under HR>Growth and Performance>Teachers
thecommons.dpsk12.org/leap

✓ LEAP Handbooks:

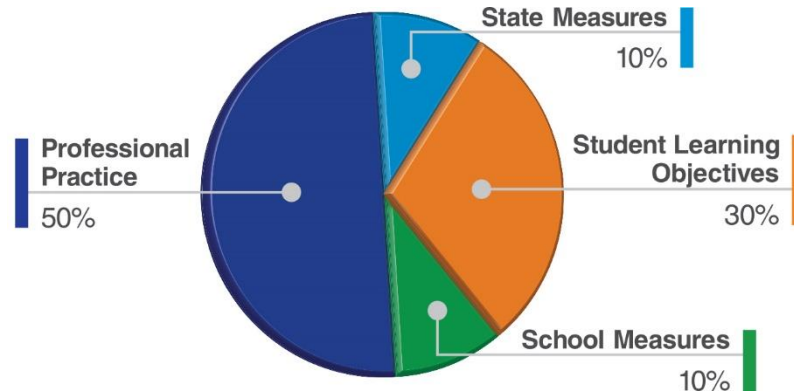
- Will not be distributed to all teachers but is available online under Growth and Performance on The Commons website. New teachers will receive a hard copy during NEWE. (see web address above)

✓ Student Learning Objectives:

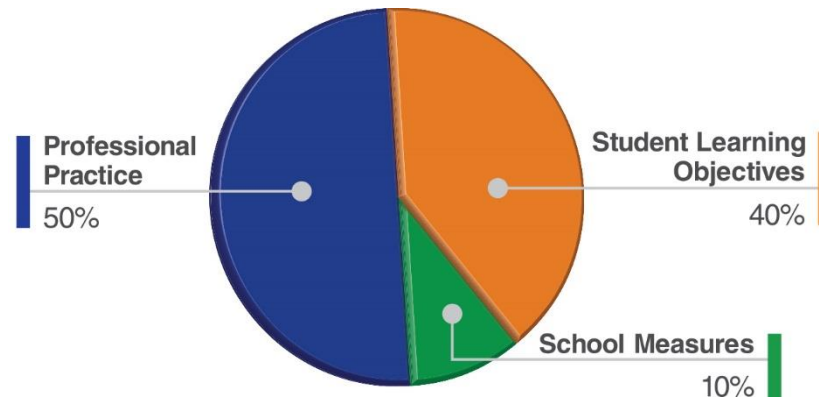
- Teachers – may complete **1 or 2** SLOs
- Special Service Providers are **required to complete 2 SLOs**

STUDENT GROWTH: SY 2018

For teachers with student assessment data



For teachers without student assessment data



*New teachers may have different parameters as they do not have a previous year school measure.

TEACHER SUPPORT



Senior Team Leads

- Part of the Teacher Leadership & Collaboration (TLC) model, these teachers oversee the end-to-end LEAP growth and performance evaluation for each teacher on his/her team (TLC is not yet implemented across all schools)

New Teacher Support Partners

- All novice teachers will receive targeted, individualized instructional support on a regular basis via a New Teacher Support Partner or a teacher leader

Peer Observers

- Teachers and Leaders may request support from a Peer Observer in order to grow their practice in the classroom or as an instructional coach through personalized learning cycles.

Request a peer observer by filling out an opt-in form at thecommons.dpsk12.org/leap

LEAP TOOLS AND GUIDANCE



LEAP Basic Fairness Guide

This document outlines the requirements that the District is committed to following for the administration of the LEAP growth and performance system. It also includes some best practices and recommendations for the implementation of the teacher evaluation system

LEAP Application Tool and Guide

The LEAP Application tool can be accessed under the Teacher Portal or on The Commons. The tool allows teacher to access current year observation information, and enter Professionalism and Reflections (and see Leader entries as well). Returning teachers can also access prior year's data. User guides are available on The Commons.

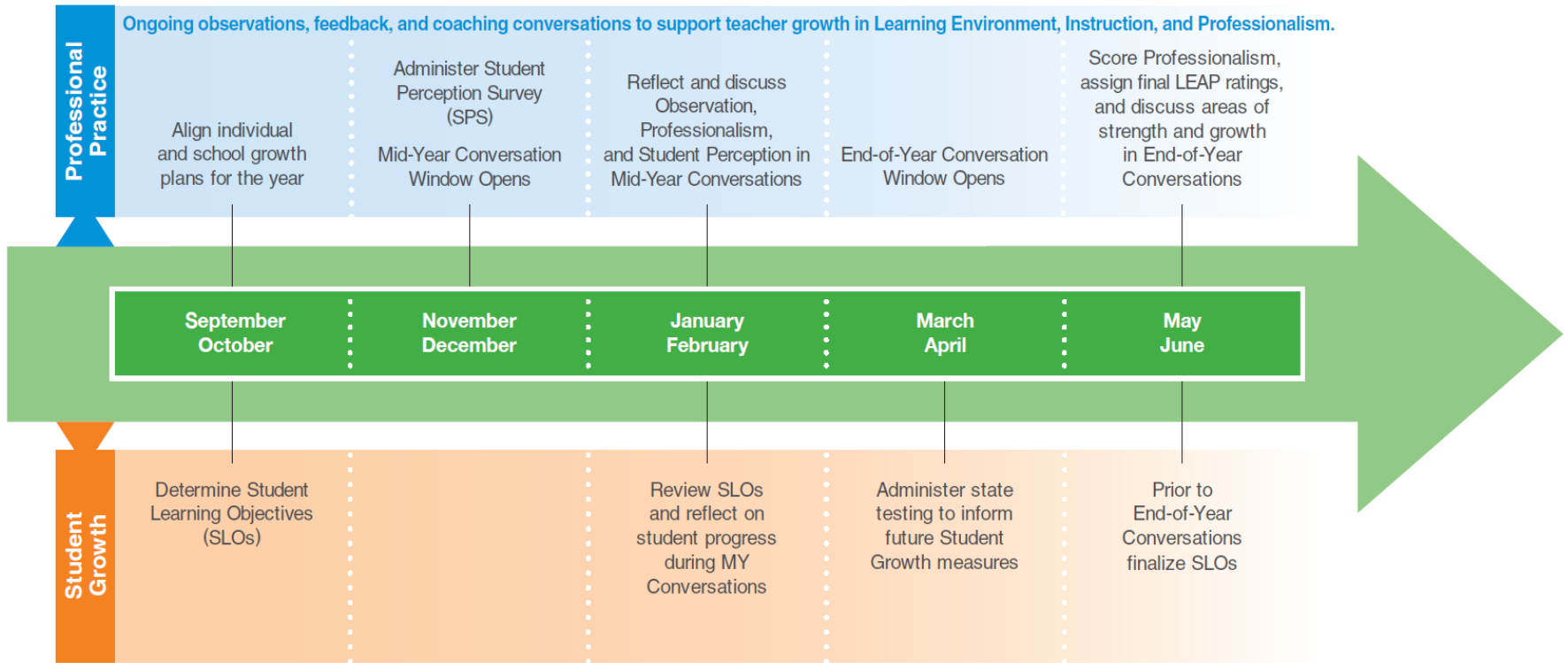
SLO Application Tool

This tool can be accessed via the teacher portal or The Commons. This tool is used to enter SLO goals and End of Course Command levels.

Schoolnet

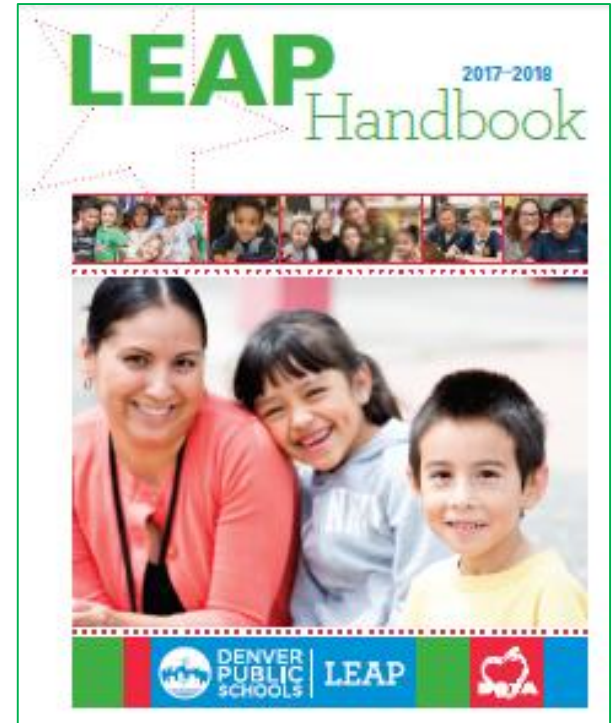
Teachers access Schoolnet to enter Professional Growth Plans. Once observations are finalized by leaders they are visible to teachers in the tool. However, the LEAP Application Tool is best resource as it compiles all data components. Schoolnet is mostly a vehicle for leaders to enter observations.

TIMELINE FOR TEACHERS



RECOMMENDED NEXT STEPS

- ✓ Read your LEAP Handbook and Basic Fairness Guide to learn more
- ✓ Ask your school leader *“Who will be my supervisor this year?”* then sit down with that person to review expectations and discuss professional learning options
- ✓ Start to think about your goals for this school year so you can set your Professional Growth Plan (PGP) – Due by September 30
- ✓ Start to think about your Student Learning Objectives - Due by September 30



WE WANT TO HEAR FROM YOU

We value your feedback – share your feedback or submit questions, regarding LEAP

✓ leap@dpsk12.org

✓ 720-423-2600

✓ thecommons.dpsk12.org/leap



THANK YOU!

Look for regular updates and information
in the *Teacher Weekly* newsletter

thecommons.dpsk12.org.leap