
LEAP TEACHER GROWTH AND PERFORMANCE 2016-17



DENVER
PUBLIC
SCHOOLS

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Welcome Back!
Fall 2016

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



Today's Goals:

- ✓ Brief overview of LEAP, our growth and performance system for teachers
- ✓ Changes you'll see in 2016-17
- ✓ Recommended 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

85% of teachers say they understand how to use LEAP data to improve their teaching practice

**2016 LEAP End-of-Year Survey*

LEAP MULTIPLE MEASURES



Student Voice

Captures student perception of a teacher's classroom and instruction.

10% for teachers with SPS
0% for teachers without SPS

Student Growth

Measures student progress and academic growth and is comprised of Student Learning Objectives (SLOs), School Performance Growth (SPF), and individual state test results if available.

*If individual state test results available:
10% school SPF,
30% SLOs,
10% individual state test results*

*If no individual state test results available:
10% school SPF,
40% SLOs*

Classroom Observation

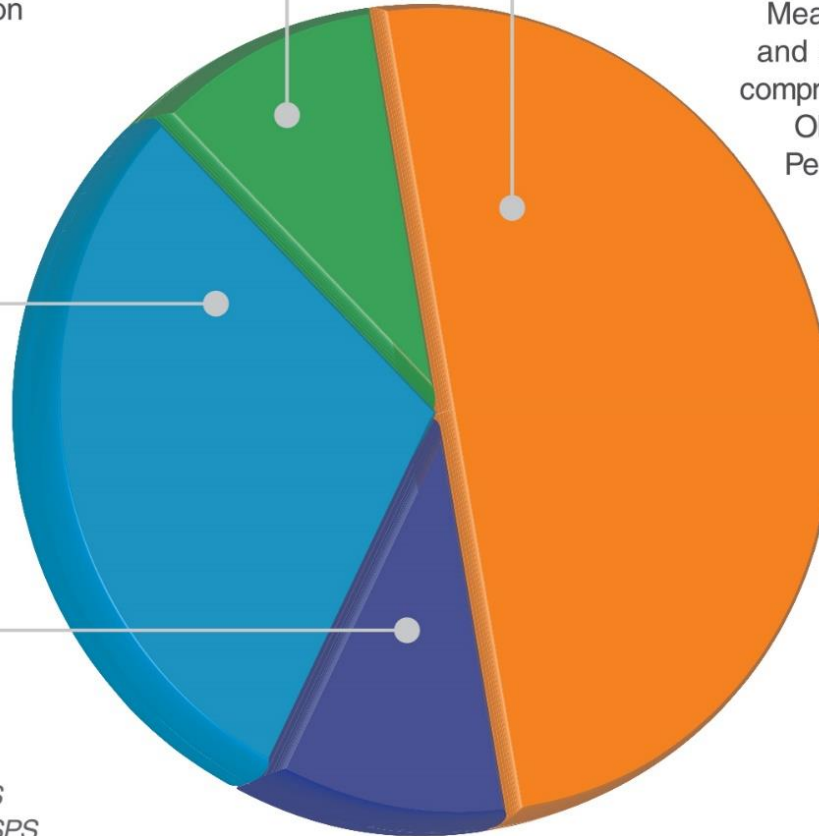
Measures a teacher's classroom instruction and learning environment.

30% for teachers with SPS
35% for teachers without SPS

Professionalism

Assesses a teacher's contributions outside the classroom.

10% for teachers with SPS
15% for teachers without SPS



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**

Just like in previous years, leaders may need to make a Professional Practice rating decision.

KEY CHANGES IN 2016-17

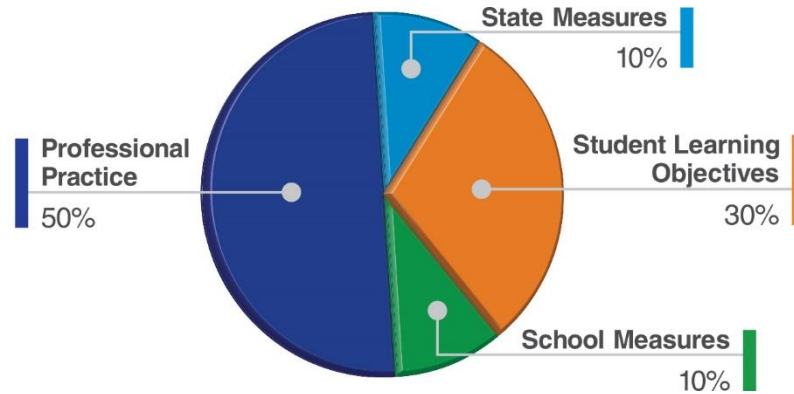


Key changes for the coming year:

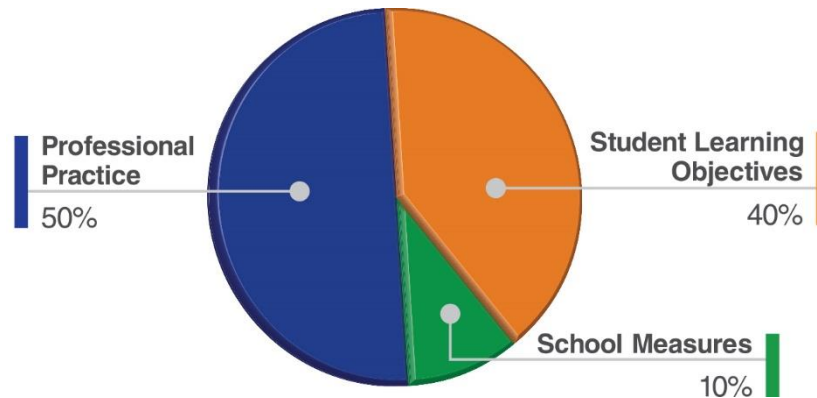
- ✓ Student Growth calculations will include:
 - CMAS/PARCC
 - Student Learning Objectives (SLOs)
 - **2 SLOs are required** for Teachers and Specialized Service Providers
 - School Performance Framework (SPF)

STUDENT GROWTH: CHANGES IN 2016-17

For teachers with student assessment data



For teachers without student assessment data



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

New Teacher Support Partners

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

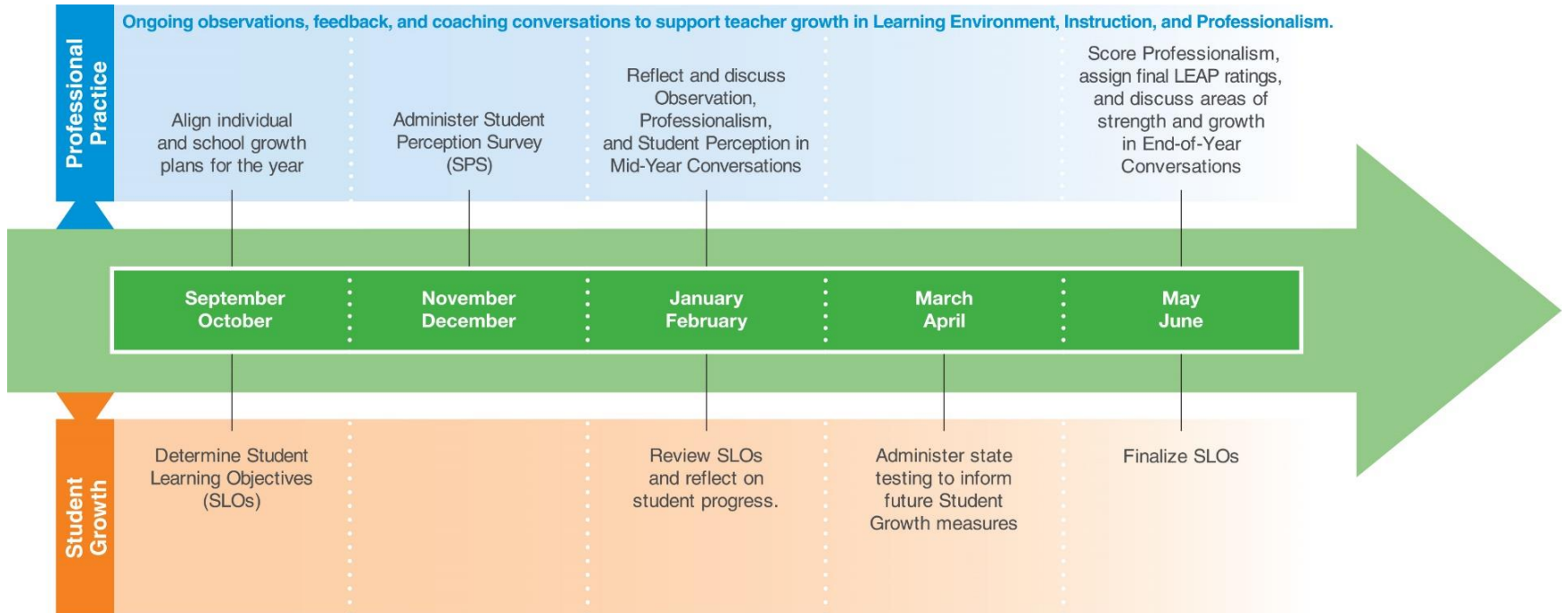
Peer Observers

- Teachers can request a peer observer, who provides teachers with the opportunity to engage in reflective conversations and discuss honest, open feedback with master teachers.

94% of teachers supported by Team Leads found feedback from observations and LEAP data useful for their professional growth.

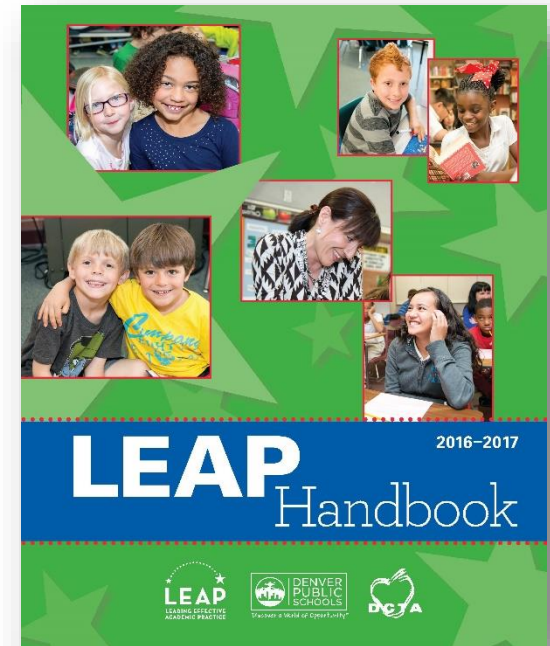
**Teacher Leadership & Collaboration End-of-Year Survey*

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



WE WANT TO HEAR FROM YOU

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

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✓ thecommons.dpsk12.org/leap



THANK YOU!

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

thecommons.dpsk12.org.leap