

Description of Evaluation Model for Teachers

Haslett Public Schools has adopted the Charlotte Danielson Framework of Teaching Model to evaluate teachers in June 2016. The Danielson Model is a robust model that helps teachers improve their instruction over time, leading students to ever-higher achievement. The model provides clear strategies and measureable goals to assist teachers, annually, to reach their professional potential. The four domains of the Danielson model are: (1) Planning and Preparation, (2) Classroom Environment, (3) Instruction, and (4) Professional Responsibilities which work in tandem with each other, incorporating twenty-two components.

In August of 2012, a core group of professional teachers and ALL district administrator evaluators participated in Charlotte Danielson training provided by ASCD (Association of Supervision and Curriculum Development) through iObservation. The five-day comprehensive training provided the Haslett team with an intimate understanding of the Domains and Components of effective teaching included in the Danielson Framework. Following the 2012 training, the Professional Learning Community developed training modules and provided Danielson training for all professional staff in September 2012.

Haslett Schools has been using the Danielson Framework for the past four years. Since then, teacher practices and skills have been refined and administrator skills of observation and feedback have been perfected. The District organized a Professional Learning Community comprised of teachers and administrators that has met regularly during the past four years. This PLC clarified the rubrics, developed critical attributes for each rating level and outlined artifacts for evidence.

In August of 2016, Michigan Department of Education approved District Provided Professional Development Danielson training for all Haslett professional teachers and administrators. The PLC group updated revised training modules and delivered the training to all professional staff on August 23. New teachers to the district (Fall 2016) received an additional half-day of Danielson “Foundational” learning.

Moving forward, Haslett Public Schools will include “Danielson” evaluation training as part of New Teacher Orientation. Colleagues will mentor newly hired administrators and additional relevant professional development will be recommended.