

Welcome to the PowerSchool Perform PowerUp!

Personalized Education for Every Journey

Using Evaluation Data to Plan Purposeful Professional Development

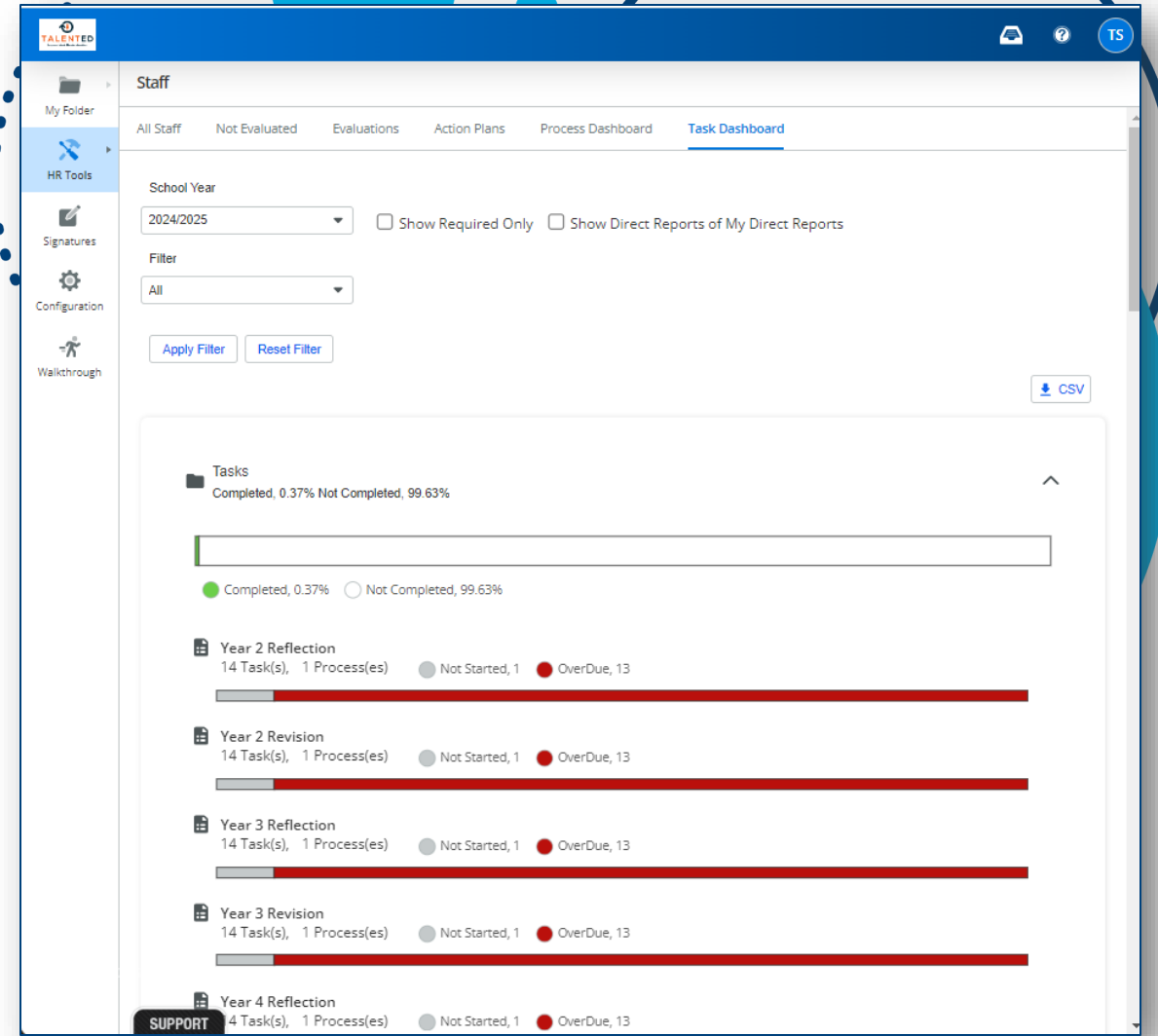
Marissa Gonzalez – Education Impact
Consultant

October 1, 2024



New Task Dashboard

- The Task Dashboard allows HR staff and Supervisors to view tasks across processes
- Upcoming PowerUp in November will also be covering this and best practices with it

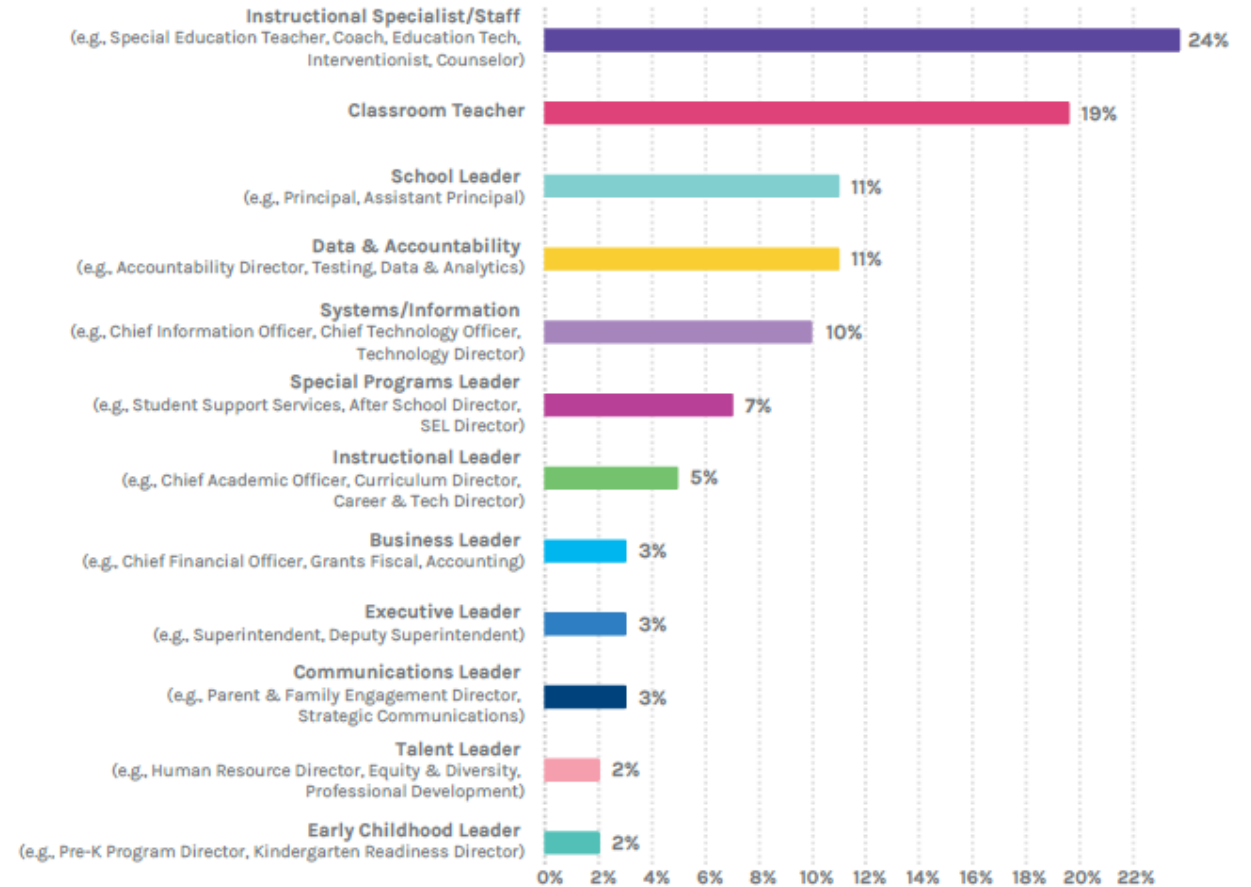


To create the **2024 Education Focus Report**, **PowerSchool** spoke with more than district leaders, teachers, parents, and students. We also deployed a **national survey of U.S. educators**, gathering individual responses from a **wide range of school and district roles**.

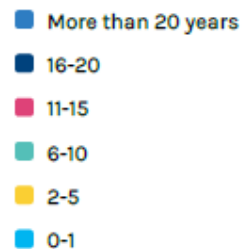
- February 27 - March 26, 2024
- Limited responses to the U.S. and U.S. Territories

SURVEY RESULTS

Survey Respondents by Role

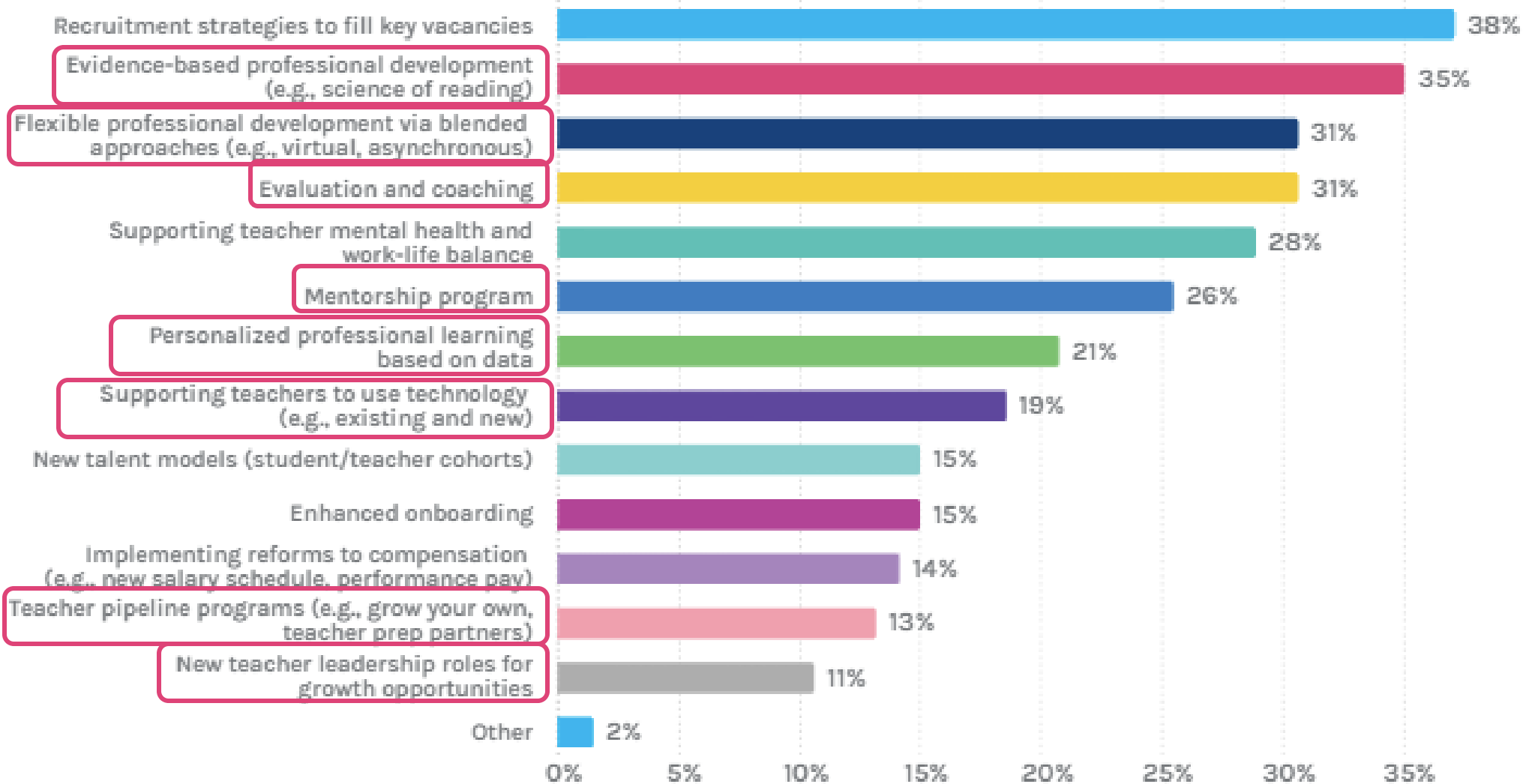


Survey Respondents by Years in Education



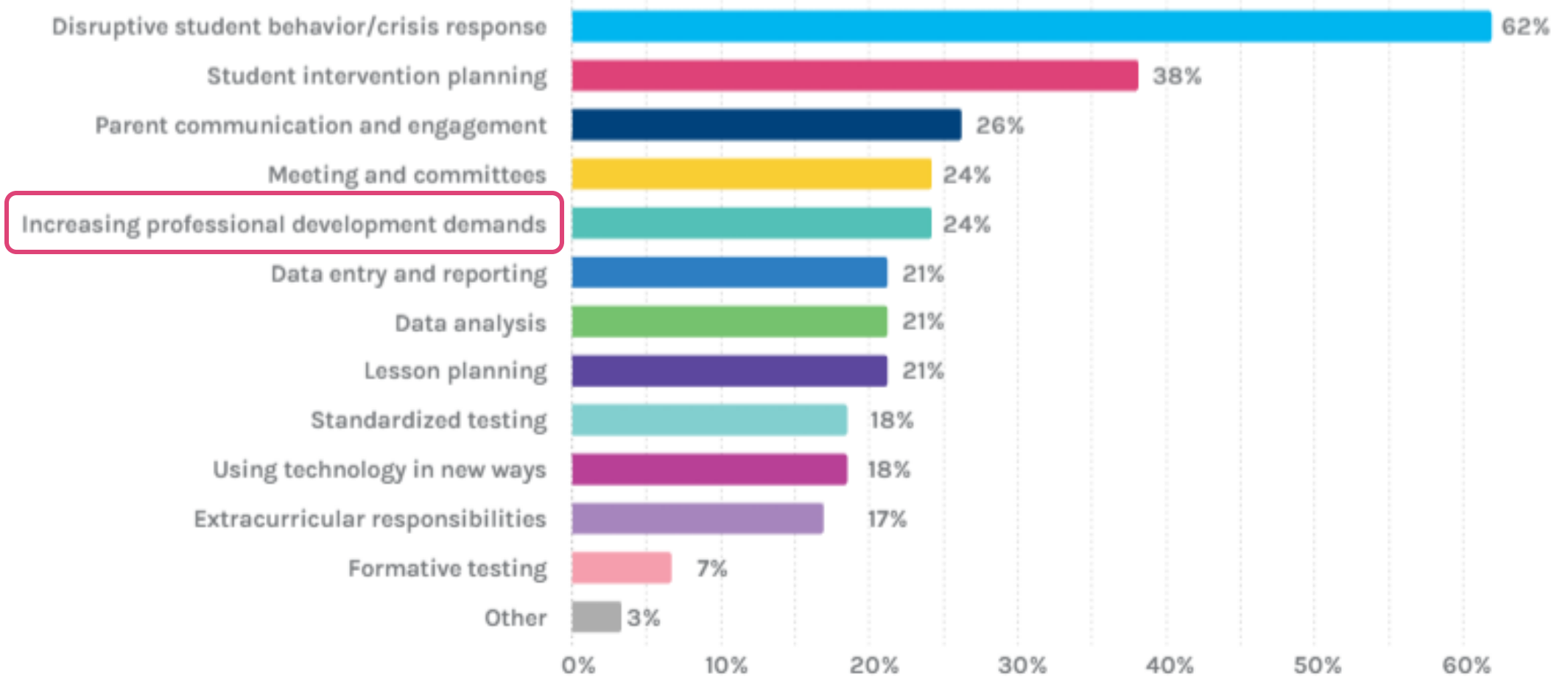
Select the TOP THREE talent priorities for your school/district

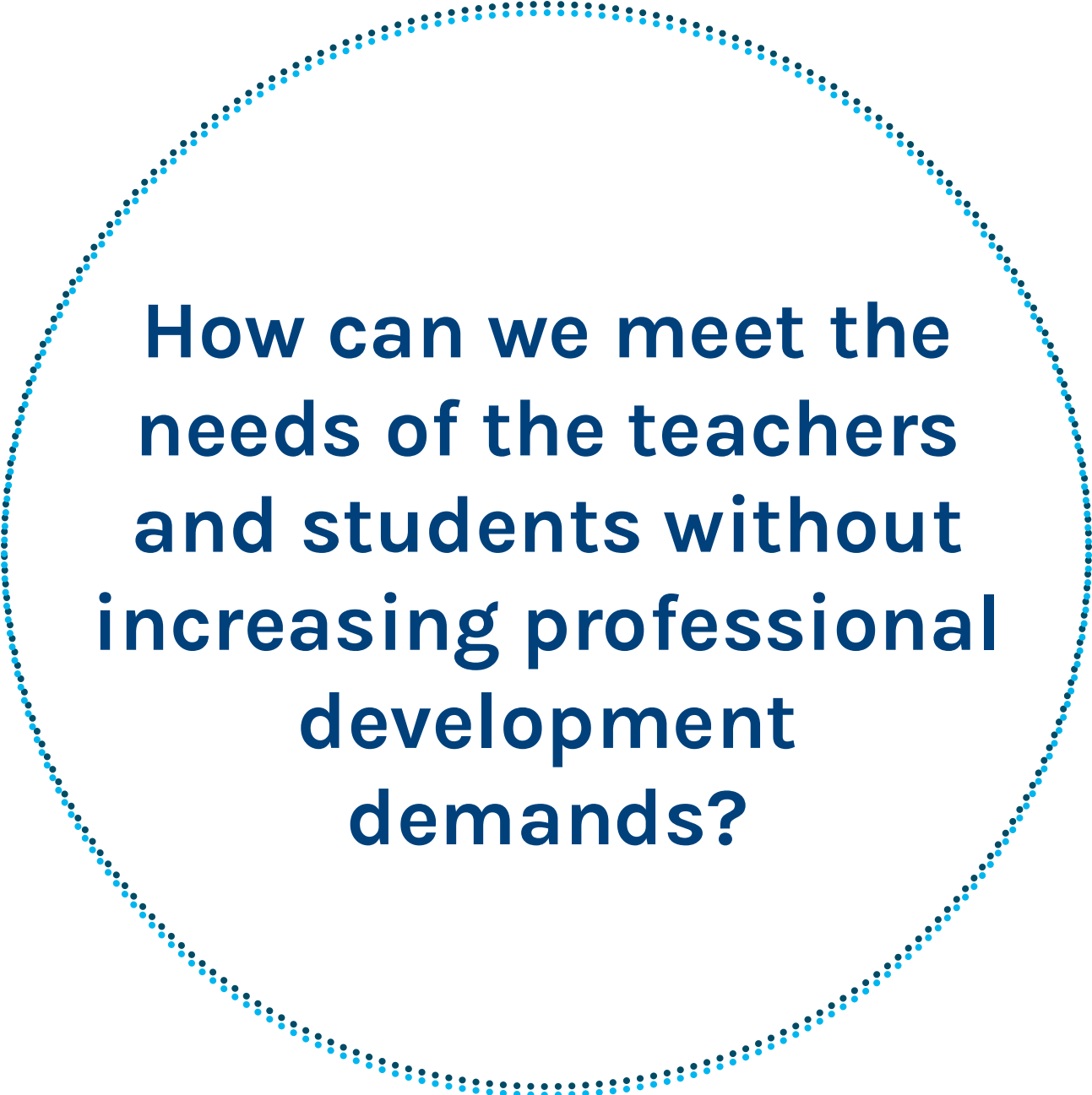
[SCHOOL- AND DISTRICT-LEVEL]



Select the TOP THREE things adding to teachers' workloads that must be addressed for the profession to be more sustainable.

[SCHOOL- AND DISTRICT-LEVEL]





**How can we meet the
needs of the teachers
and students without
increasing professional
development
demands?**

Perform

Teacher Self-
Assessment
Forms

Custom
Walkthrough &
Observation
Forms

Data to
Identify
Strengths &
Gaps

Perform/
Professional
Learning
Integration

Self Assessments

- Educator is an active participant in their evaluation and growth
 - More accountability
 - Identifies the educator's perception of their own strengths and weaknesses
- Educator analyzes how their actions affect others whether positive or negative
 - Expectations, norms, teaching practices...
- Self-reflection to identify areas of growth and strength
 - More meaningful and relevant professional development
 - More commitment to reaching goals
- Can be used throughout the school year or coaching/evaluation cycle
 - Allows the educator to see growth

Custom Walkthrough & Observation Forms (Feedback)

- Can be informal or formal
 - Sources of feedback: Coaches, Mentors, Administrators
- Identify areas of strengths and opportunities for growth
 - Connect to goals, are they on track or should they make adjustments
 - Relevant professional development
- Be presented as actionable evidence statements
 - I noticed... I wonder if...
- Ongoing rather than at the end of a coaching cycle or the school year
 - Allows for continued self-reflection
 - Growth can be monitored

Custom Forms

Search:

Enter any part of the description.

Evaluation

Evaluation Rebuttal

Observation

Lesson Preview

Dismissal

Action Plan

Walkthrough

<input type="checkbox"/>	Description ▲	Last Published	Last Published By	Enabled
<input type="checkbox"/>	T-SCESS Counselor Evaluation	09/20/2023 5:11 PM		No
<input type="checkbox"/>	Teacher Self-Assessment (Danielson FFT aligned)	09/20/2023 10:59 AM		Yes
<input type="checkbox"/>	Teacher Self-Assessment (Danielson FFT aligned)	09/20/2023 5:09 PM		Yes
<input type="checkbox"/>	Teacher Self-Evaluation Form	09/20/2023 10:59 AM		Yes
<input type="checkbox"/>	Tenured Teacher Admin Scored E-folio~TDE Cycle Year 1 (SY21-22)	09/20/2023 10:59 AM		Yes
<input type="checkbox"/>	Tenured Teacher Admin Scored E-folio~TDE Cycle Year 2 (SY21-22)	09/20/2023 5:09 PM		Yes

Question Types






Short Answer

Up to 100 characters

Long Answer

Up to 5000 characters

Change "Answer Formatting" to "Rich Text" for the ability to highlight, bold, italicize, etc.

B *I* U A **A** Font Sizes          

Multiple Choice

Users can only pick one option

Must create a Dropdown with the code options you want (ie Yes and No)

Question Types

Checkboxes

Users can pick more than one answer

<input type="checkbox"/> Green
<input type="checkbox"/> Blue
<input type="checkbox"/> Red

Grid

No descriptions of the choices are given

Users can only pick one of the options

Must create a Dropdown with the code options you want (ie Yes and No)

	Unsatisfactory
Question goes here	<input type="radio"/>
Can add additional rows	<input type="radio"/>

Matrix

Description of choices is entered

Users can only pick one answer

Must create a Dropdown with the code options you want (ie Yes and No)

	Unsatisfactory	Basic	Proficient	Distinguished
Question goes here	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here
Can add additional rows	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here	<input type="radio"/> Description of yes goes here

Question Types

Date

Allowed format is MM/DD/YYYY Ex: 09/27/2024

Date box is for the users to pick a date

Numerical Counter

Used to count how many times you view something in the classroom

Section Header

Used to break up text on the form

Paragraph

Used to give information to the user

No action is needed from the user

Calculated Field

Field value will be calculated upon Save Progress.

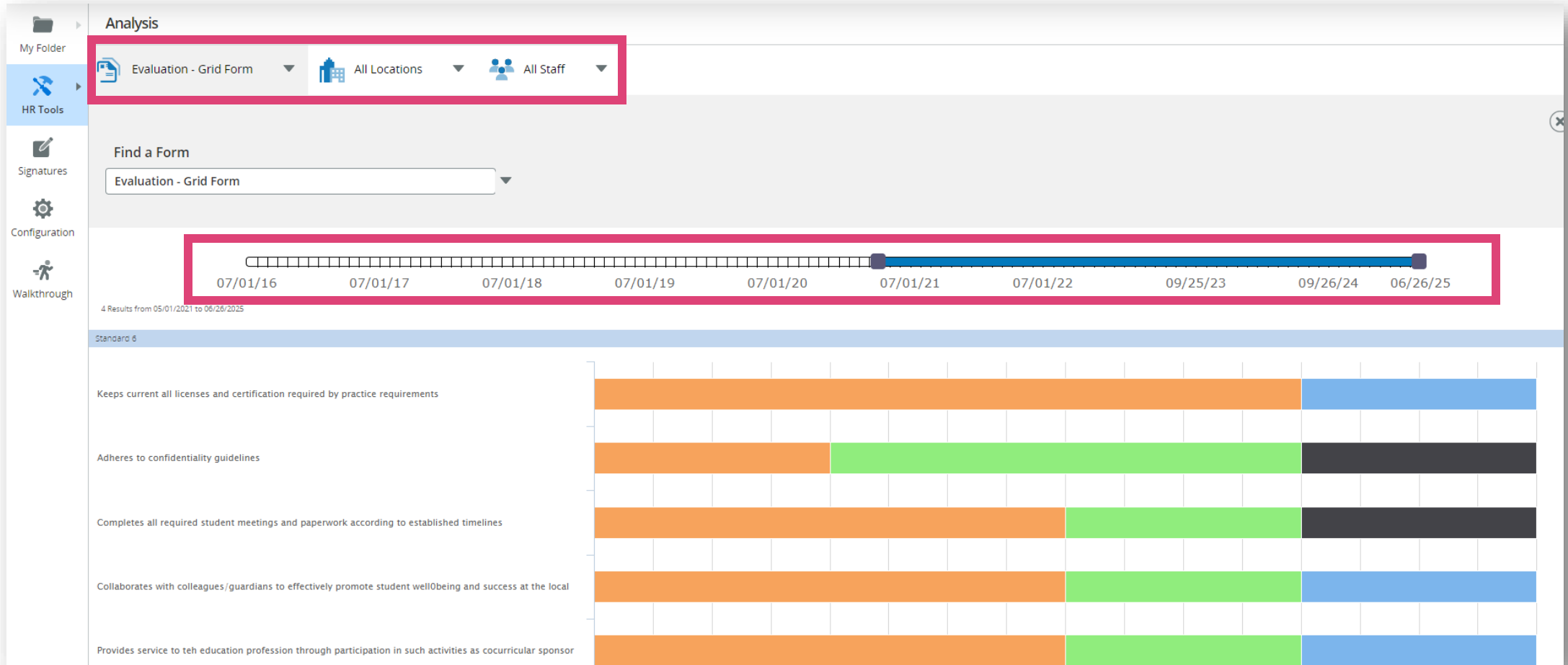
The ability to calculate questions on the current form.

Add, Subtract, Multiply, Divide, Modulus, AVG, SUM, MIN, MAX, COUNT, STDEV, VAR, Round, COUNT, IIF

Data

- Alignment
 - To district goals and performance standards
- Identify specific areas of need and strength
 - Create a growth mindset culture
- Identify mentors, coaches, professional development instructors
 - Peer feedback
- Increase student achievement
 - When teachers grow and learn students do too

Analysis Tool



Question Types/Data

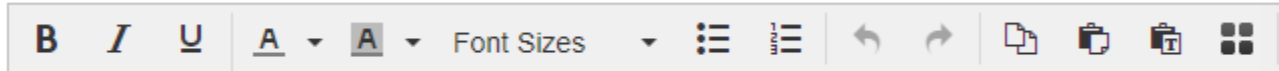
Short Answer

Up to 100 characters

Long Answer

Up to 5000 characters

Change "Answer Formatting" to "Rich Text" for the ability to highlight, bold, italicize, etc.



Summary of Lesson and/or Timeline:

(Be as descriptive as possible. Include student and teacher actions and communication. Utilize the components of the AARPE document (see below) to provide evidence of components observed. Timestamp as you observe.)

A screenshot of a rich text editor interface. The toolbar is visible at the top, with a tooltip for the 'Numbered list' icon. The main text area contains a large watermark that says 'DATA' in bold black letters, crossed out by a red circle with a diagonal slash.

Question Types/Data

Checkboxes

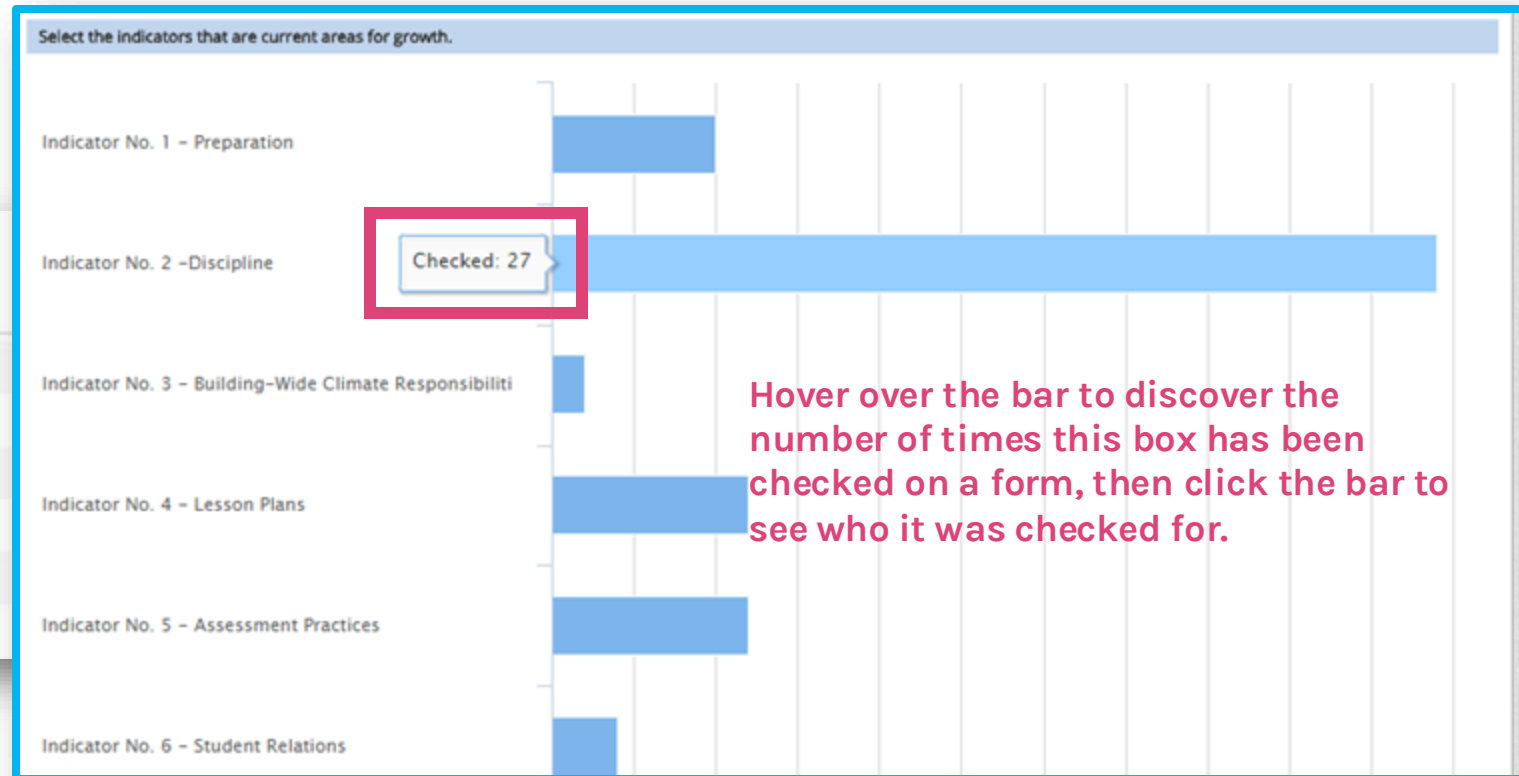
Users can pick more than one answer

- Green
- Blue
- Red

Select the indicators that are current areas for growth. *

Select all that apply.

- Indicator No. 1 - Preparation
- Indicator No. 2 -Discipline
- Indicator No. 3 - Building-Wide Climate Responsibilities
- Indicator No. 4 - Lesson Plans
- Indicator No. 5 - Assessment Practices
- Indicator No. 6 - Student Relations



Question Types/Data

Multiple Choice

Users can only pick one option

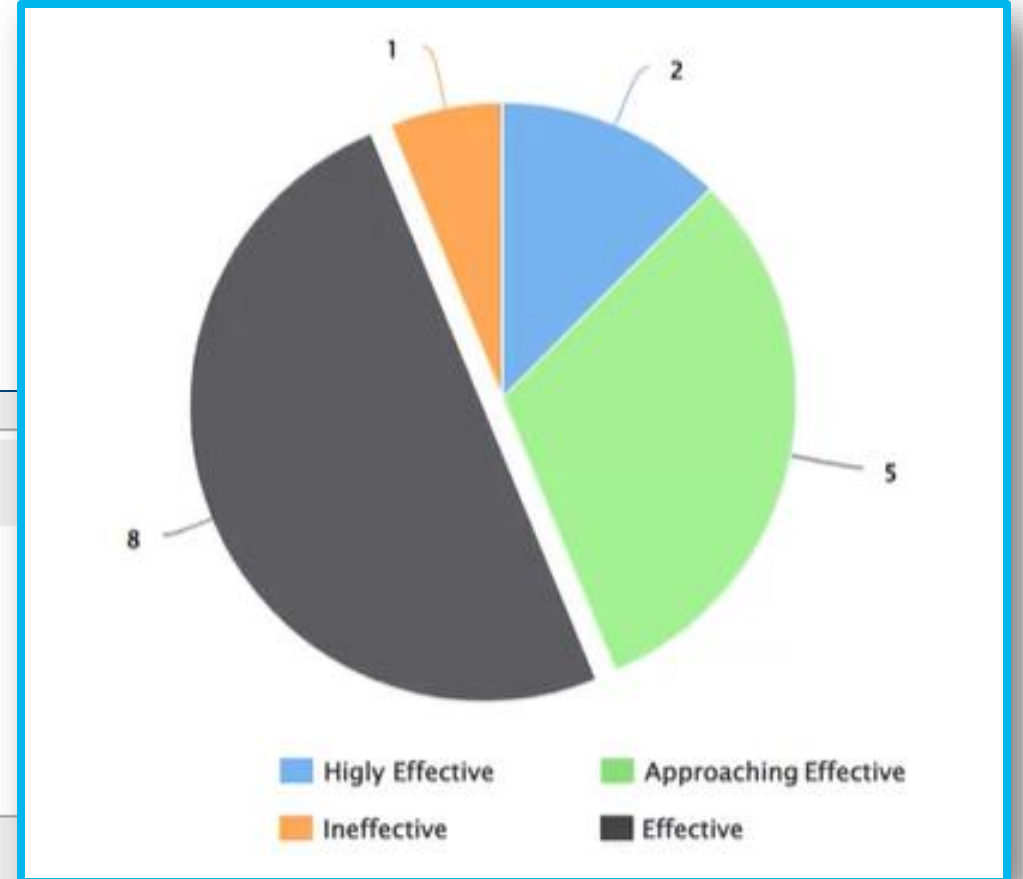
Must create a Dropdown with the code options you want (ie Yes and No)

20

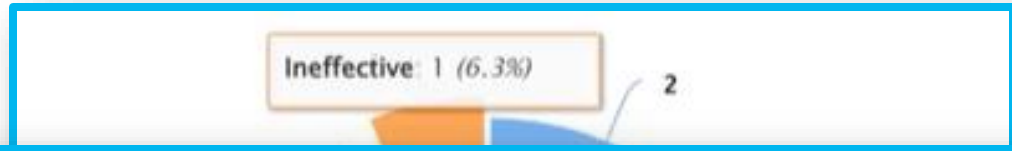
Overall Rating of Teacher's Performance
(Select one)

*

(If the teacher receives an *Unsatisfactory* rating, an Improvement Plan will also be developed.)

Satisfactory
Unsatisfactory

Question Types/Data



Answer:

On the question Domain 1 Rating on the form Teacher Formal Observation (Rubric)

First	Last	Responsible	Location	Process Name	Completed Date	
Sean	Bailey	Orville Elliott	Apple Grove High School	Teacher - Probationary/Non-Tenure Evaluation	09/08/2021	View

< < > > 1-1 of 1



Question Types/Data

Matrix

Description of choices is entered

Users can only pick one answer

Must create a Dropdown with the code options you want (ie Yes and No)

Question goes here	Descript
Can add additional rows	Descript

Grid

No descriptions of the choices are given

Users can only pick one of the options

Must create a Dropdown with the code options you want (ie Yes and No)

Question goes here
Can add additional rows

Domain 1: Planning

11 Results from 07/01/2014 to 07/01/2018

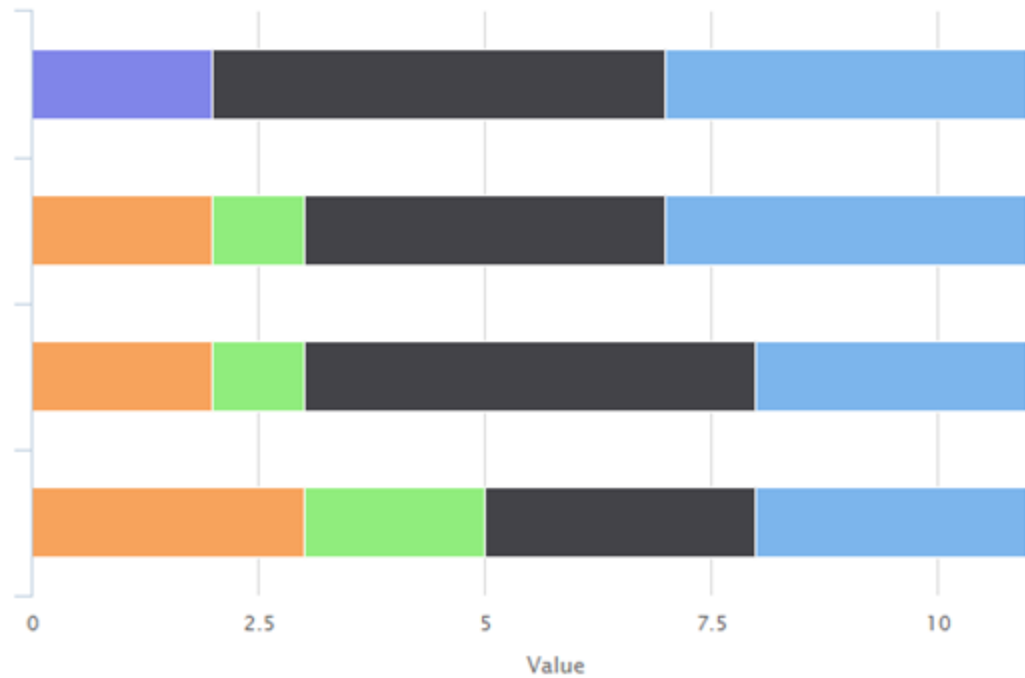
Domain 1: Planning

Dimension 1.1 Standards and Alignment The teacher

Dimension 1.2 Data and Assessment The teacher use

Dimension 1.3 Knowledge of Students Through know

Dimension 1.4 Activities The teacher plans engaging



Improvement Needed

Question Types/Data



Answer: Ineffective

On the question on the form Teacher Formal Observation (Rubric) 1a: Demonstrating Knowledge of Content and Pedagogy

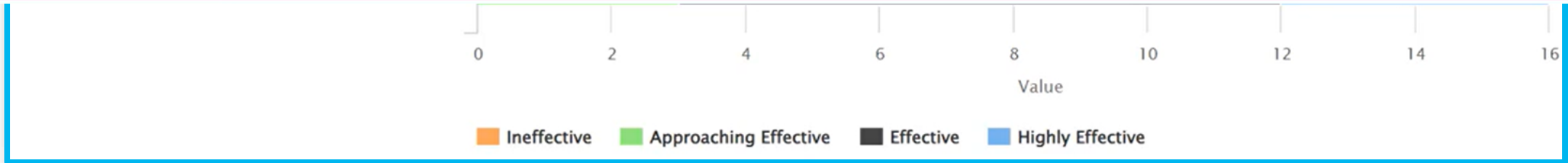
First	Last	Responsible	Location	Process Name	Completed Date
Evie	Lynch	Julie Abbot	Apple Grove High School	Teacher - Probationary/Non-Tenure Evaluation	09/14/2021
Micah	Dean	Orville Elliott	Apple Grove High School	Teacher - Probationary/Non-Tenure Evaluation	09/14/2021
Sue	McGuire	Julie Abbot	Apple Grove High School	Teacher - Probationary/Non-Tenure Evaluation	09/14/2021
Sean	Bailey	Orville Elliott	Apple Grove High School	Teacher - Probationary/Non-Tenure Evaluation	09/08/2021

View

View

View

View



Question Types/Data

Calculated Field

Field value will be calculated upon

The ability to calculate questions on the

Add, Subtract, Multiply, Divide, Modulus

28

Weighted Evaluation Score

CALCULATION

$((\text{Standard 1} + \text{Standard 2} + \text{Standard 3} + \text{Standard 4}) \times \text{Weight})$

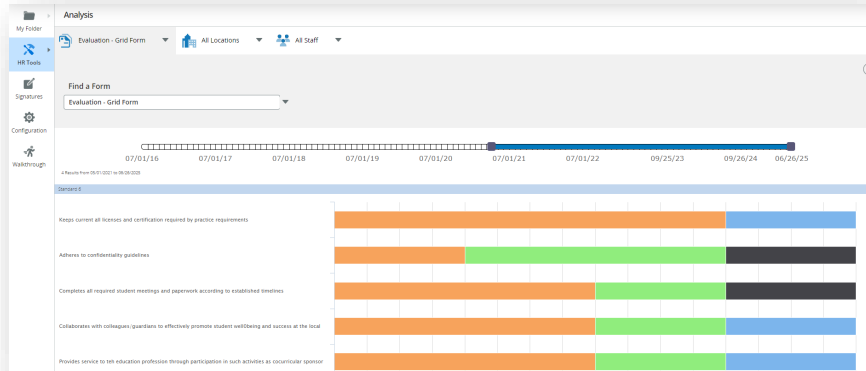


Question Types/Data

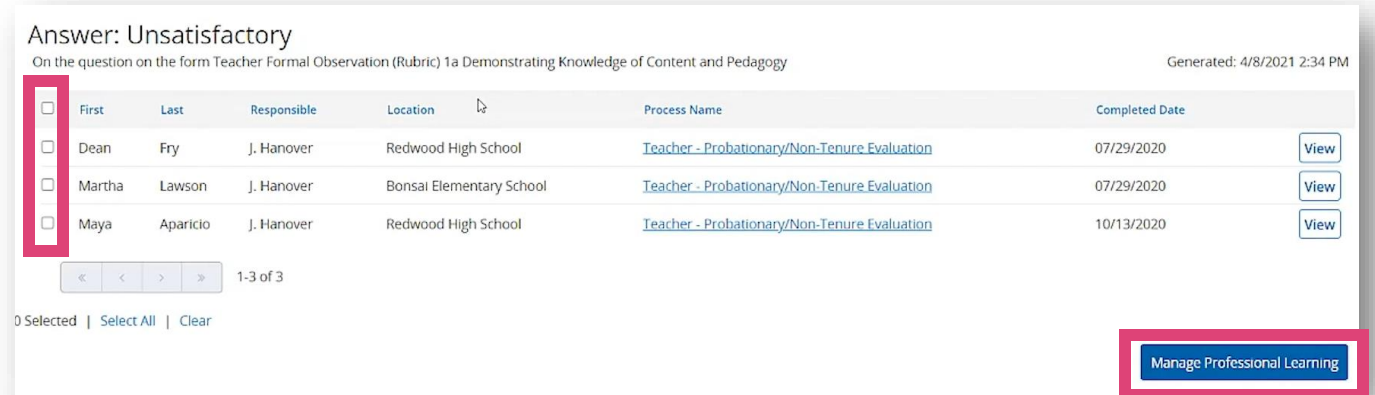


Perform/ Professional Learning Integration

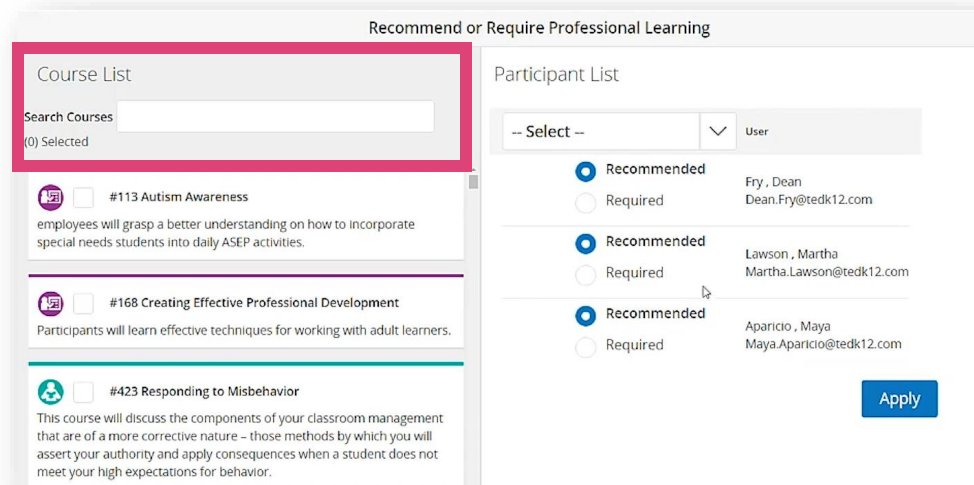
Recommend or Require Based on Rating



Navigate to standard or domain, click the bar to view employees



Select one or more staff members



Use the Search field to search for available courses in Professional Learning

Recommend or Require Based on Rating

Recommend or Require Professional Learning

Course List

Search Courses (0) Selected

- #113 Autism Awareness
- #168 Creating Effective Professional Development
- #423 Responding to Misbehavior

Participant List

-- Select -- User

- Recommended Fry, Dean
- Required Dean.Fry@tedk12.com
- Recommended Lawson, Martha
- Required Martha.Lawson@tedk12.com
- Recommended Aparicio, Maya
- Required Maya.Aparicio@tedk12.com

Apply

Recommend or Require Professional Learning

Course List

Search Courses (0) Selected

- #113 Autism Awareness
- #168 Creating Effective Professional Development
- #423 Responding to Misbehavior

Participant List

-- Select -- User

- Recommended Fry, Dean
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- Recommended Lawson, Martha
- Required Martha.Lawson@tedk12.com
- Recommended Aparicio, Maya
- Required Maya.Aparicio@tedk12.com

Apply

Recommend or require to a single user or all staff members in the participant list

My Courses

Registered Waitlist Past Courses **Recommended** Required

Instructor-led Self-paced PLC

TNL-teach *A+ Teaching Strategies That Work

The course is then required or recommended in Professional Learning

Recommend or Require for a Specific User

The screenshot displays the PowerSchool Staff Evaluation interface. The 'Evaluation' tab is highlighted in red. The interface includes a search bar, filter options for Process, Job Type, and Tenure Level, and a table of staff members. A modal window is open, showing filters for School Year (2019/2020), Process (All Evaluations), Job Type (All Job Types), and Tenure Level (All Levels). The 'Responsible' field is empty. A table below shows evaluation details for Holly Golightly, with the 'View Folder' button highlighted in red.

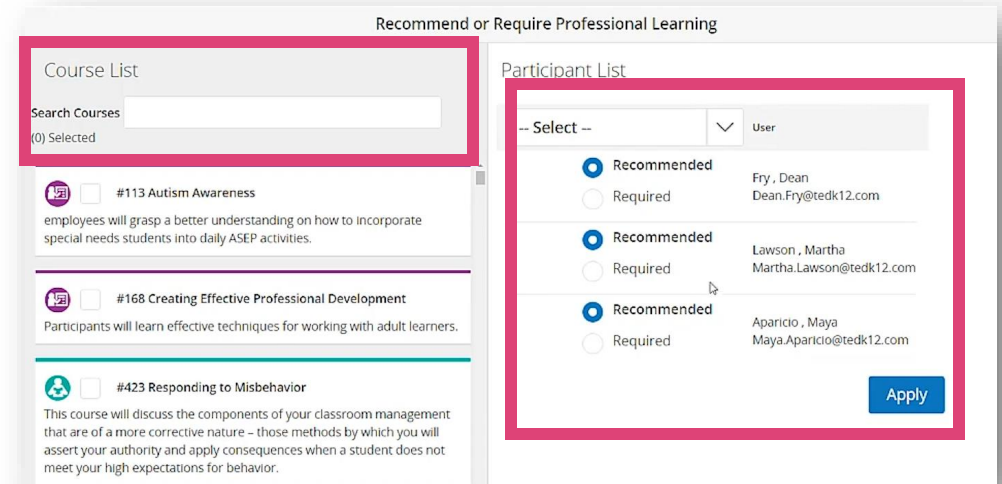
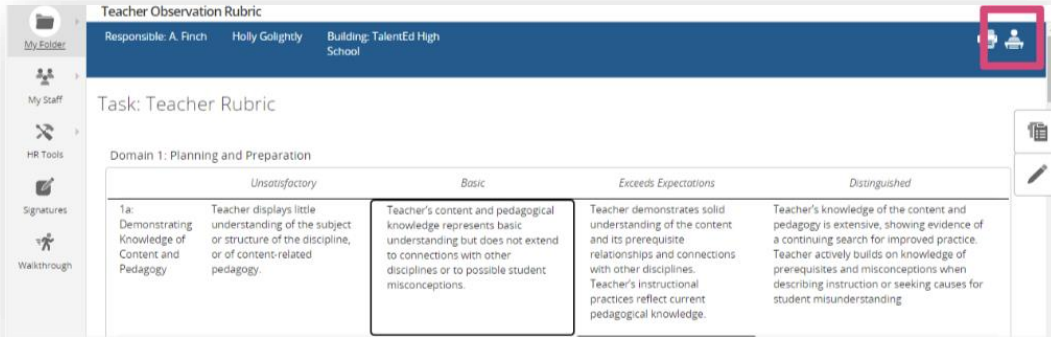
Last	First	Employee ID	Job	Start Date	Hire Date
Glass	Seymour	sglass	Teacher		
Golightly	Holly	hgolightly	Teacher		
Hemingway	Ernest	354323	Teacher		

School Year	Process	Job Type	Tenure Level
2019/2020	All Evaluations	All Job Types	All Levels

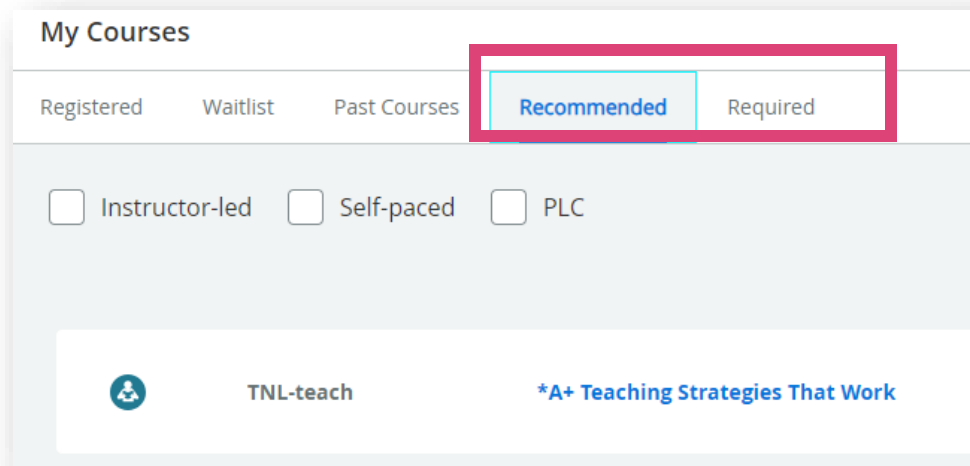
Last	First	Employee ID	Process	Progress	Responsible	Deadline
Golightly	Holly	hgolightly	Standard Evaluation - With PD	1/2	A. Finch	08/16/2019

Locate and View the desired staff member

Recommend or Require for a Specific User



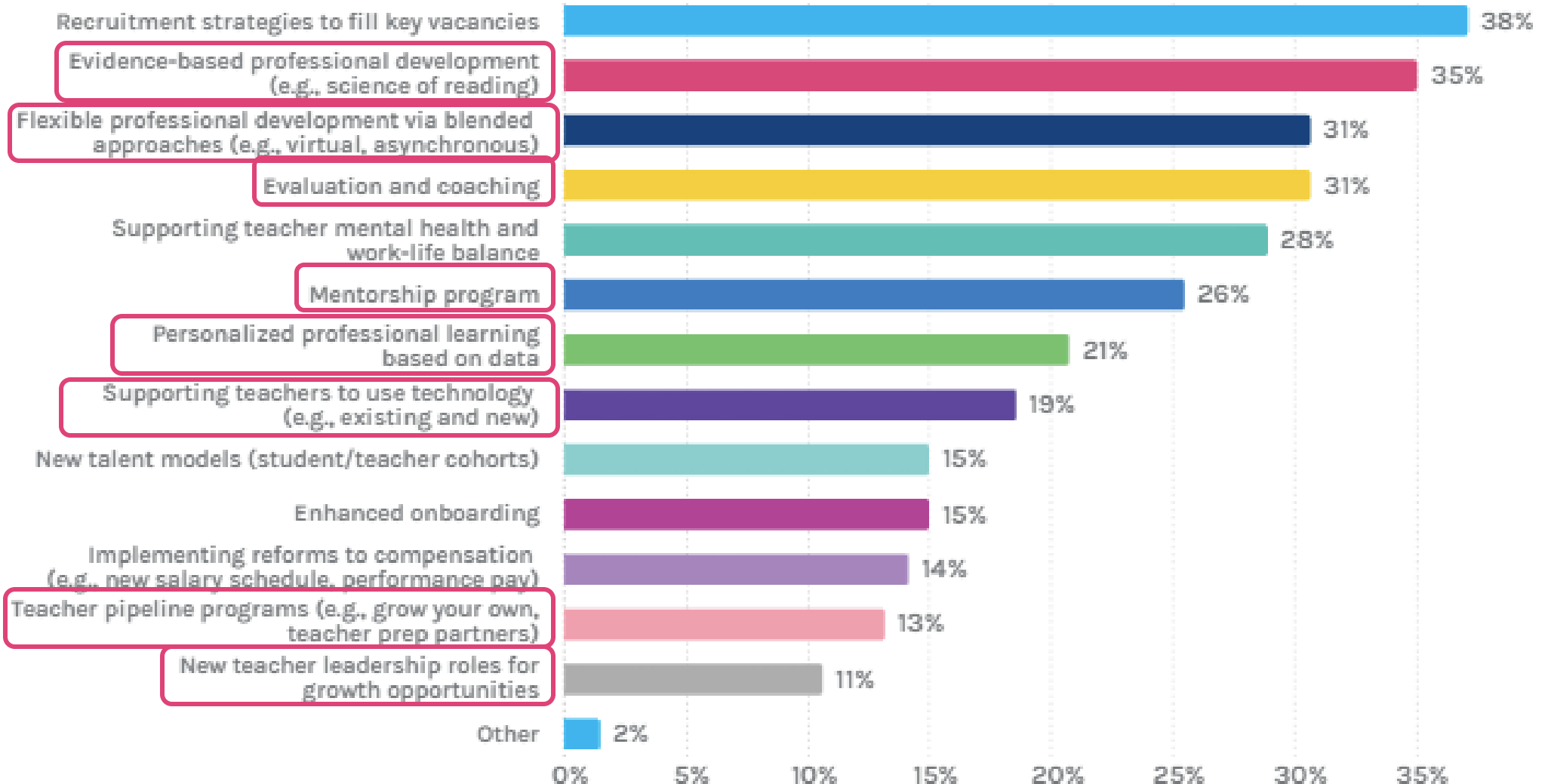
Manage, Search, Assign Professional Development



The course is then required or recommended in Professional Learning

Select the TOP THREE talent priorities for your school/district

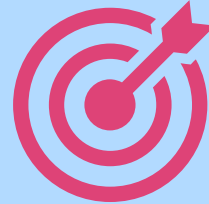
[SCHOOL- AND DISTRICT-LEVEL]



Using Perform Data to Plan Purposeful Professional Development



DECIDE WHAT AREAS OF PROFESSIONAL DEVELOPMENT NEED TO BE TARGETED OR MAINTAINED AT THE CAMPUS AND DISTRICT LEVELS



TARGET INDIVIDUALS WHO MAY NEED TO COMPLETE SPECIFIC PROFESSIONAL DEVELOPMENT COURSES



TARGET WHO THE STRONG INDIVIDUALS ARE AND UTILIZE THEM AS INSTRUCTORS FOR PROFESSIONAL DEVELOPMENT OR BECOME A MENTOR

Things to Consider

- How will roles be defined? What are the expectations?
 - **Will Direct Reports**
 - Collect artifacts?
 - Identify domains or elements from the district teaching framework to focus on?
 - Assign themselves a rating based on a rubric or other will data be anecdotal?
 - **Will Evaluators**
 - Work with the educator to identify a predetermined set of teaching standards or domains within the teaching framework?
 - Help educators review past performance ratings and feedback from observations in order to focus the self-evaluation process?
 - Ask probing questions and review the evidence and artifacts the educator provides?
- How will the data be used?
 - Assess strengths and gaps
 - Align professional development offerings
 - Foster a growth mindset culture

Best Practices

- Educators receive meaningful feedback about their performance
- Create an environment where the educator engages in a verbal, honest, and reflective conversation with the evaluator
- Educators and evaluators work together collaboratively to identify areas of growth and success that are targeted to the real needs and goals of the educator
- Review data throughout the year
- Tie evaluations to targeted professional development

Upcoming Talent PowerUp Meetings

- **Applicant Tracking:** Reflecting on the Hiring Season & Identifying Trends
 - Wednesday, October 16, 2024 at 9 AM Pacific
- **Employee Records:** Optimizing HR Efficiency Through Strategic Use of Contracts and Letters
 - Wednesday, October 9, 2024 at 9 AM Pacific
- **Perform:** New Task Dashboards & Best Practices with Grouping Tasks
 - Tuesday, November 5, 2024 at 9 AM Pacific
- **Professional Learning:** PLCs in Professional Learning
 - Wednesday, October 2, 2024 at 9 AM Pacific
- **SmartFind Express:** Improving Fill Rates
 - Tuesday, October 8, 2024 at 9 AM Pacific

