



Public Schools of North Carolina

# North Carolina

## Educator Evaluation System (NCEES) Online Tool

# Goals for today:

- Understand recent changes to forms in the McREL online tool.
- Review the use of a variety of management tools in the online tool.
- Understand the ratings used in the N.C. Educator Evaluation System (NCEES).
- Discuss inter-rater reliability as it relates to NCEES.



# Access to training materials:

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## Region 4

### Sandhills/South Central Region

Alpha Academy	Anson County
Bladen County	Columbus County
Cumberland County	Harnett County
Hoke County	Lee County
Montgomery County	Moore County
Richmond County	Robeson County
Scotland County	Whiteville City

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#### Materials for Principal & Assistant Principal Phase I Training Sept. 28 & 30, 2011

Today's Powerpoint as a PDF	 <a href="#">DPI Phase I Training for Principals Region 4 .pdf</a>
Assessment Information	 <a href="#">assessment-one-pager_June_2011_e[1].pdf</a>

<http://rt3region4.wikispaces.com>



# NCEES Wiki

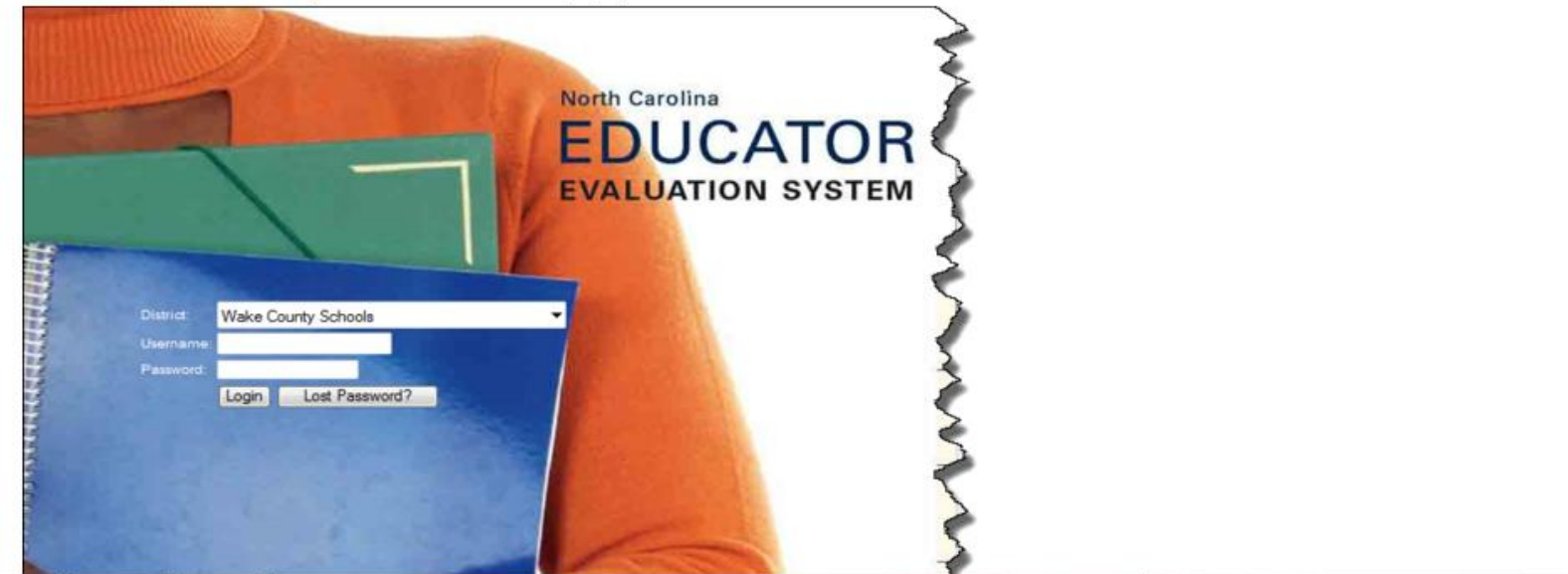
★ home page discussion history

Welcome to the Educator Evaluation System Wiki

Protected

To best support NCEES System users, NC DPI Educator Recruitment and Development staff have designed this wiki to host the most up-to-date training materials, technical guides, tutorials and webinars, and resources. We have also included error-free guidelines on how to submit the McREL spreadsheet.

Use the navigation menu (on the left side of the page) to locate detailed information.



<http://ncees.ncdpi.wikispaces.net>





mxWeb

System Functions



Profile



User  
Group  
Editor

Admin Functions




Group  
Manager

Products



NC Educator  
Evaluation System



<b>Set-Up</b>	
<b>Plan</b>	
<b>Observe/Report</b> ▶	<b>Observe/Report</b>
<b>More...</b>	
	 <b>Observations</b> <i>Manage teacher observations</i>
	 <b>Plan Observations</b> <i>Manage which teachers need observations and manage groups</i>
	 <b>Principal/Assistant Principal Performance Evaluations</b> <i>Evaluations for administrative staff</i>
	 <b>Reports</b> <i>View all reports</i>

# Annual Evaluation Policy:

Each local board shall adopt a policy requiring career teachers to be evaluated annually. The annual evaluation requirements shall be met by either:

- (1) Using the Teacher Evaluation Process as set forth in 16 NCAC 6C.0503; or
- (2) Using an abbreviated evaluation consisting of Standards One, Four, and Six of the Teacher Evaluation Process.



Effective December 12, 2011

# ABBREVIATED OBSERVATIONS USING THE ONLINE TOOL





**STEP 1:** Open a New or Existing Observation.

**STEP 2:** If the teacher status is Career, click on the down arrow key in OBSERVATION VERSION then you may either select the Full Version:

Observation Name	Observation 1	Form Status	Editing
Teacher Name	Rosalinda Arden	School Year	2011-2012
School	Demo School 2011-2012	District	Demo District 2011-2012
Evaluator	Serena Justesen	Title	
Date of Observation	<No dates set>	Start Time/End Time	AM To AM
Teacher Status	Career Status Teacher Year 1	Date Completed	<Not completed>
Rubric Form Status	<input type="checkbox"/> Do not allow the teacher to view this rubric form.	Observation Version	Full Version (All Standards)

Note: A ✓ in the first column (Observation) means that the evaluator should be able to observe the items in that row during routine classroom observations.

**Standard I: Teachers demonstrate leadership**

**1a. Teachers lead in their classrooms.** Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school, are globally competitive for work and postsecondary education, and are prepared for life in the 21st century. Teachers communicate this vision to their students. Using

Or the Abbreviated Version:

Observation Name	Observation 1	Form Status	Editing
Teacher Name	Rosalinda Arden	School Year	2011-2012
School	Demo School 2011-2012	District	Demo District 2011-2012
Evaluator	Serena Justesen	Title	
Date of Observation	<No dates set>	Start Time/End Time	AM To AM
Teacher Status	Career Status Teacher Year 1	Date Completed	<Not completed>
Rubric Form Status	<input type="checkbox"/> Do not allow the teacher to view this rubric form.	Observation Version	Abbreviated Version (Standards 1, 4 only)

Note: A ✓ in the first column (Observation) means that the evaluator should be able to observe the items in that row during routine classroom observations.

**Standard I: Teachers demonstrate leadership**

**1a. Teachers lead in their classrooms.** Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school, are globally competitive for work and postsecondary education, and are prepared for life in the 21st century. Teachers communicate this vision to their students. Using a variety of data sources, they organize, plan, and set goals that meet the needs of the individual student and the class. Teachers use various types of assessment data

Probationary teachers do not have an option for different versions, therefore, only the Full Version is available:

Observation Name	Appraisal 1	Form Status	Editing
Teacher Name	Carlene Dermody	School Year	2011-2012
School	Demo School 2011-2012	District	Demo District 2011-2012
Evaluator	Clinton H. Hott	Title	manager
Date of Observation	<No dates set>	Start Time/End Time	AM To AM
Teacher Status	Probationary Teacher Year 3	Date Completed	<Not completed>
Rubric Form Status	<input type="checkbox"/> Do not allow the teacher to view this rubric form.	Observation Version	Full Version (All Standards)

**Note:** A ✓ in the first column (Observation) means that the evaluator should be able to observe the items in that row during routine classroom observations.

**Standard I: Teachers demonstrate leadership**

**1a. Teachers lead in their classrooms.** Teachers demonstrate leadership by taking responsibility for the progress of all students to ensure that they graduate from high school with the skills, knowledge, and attitudes necessary for life in the 21st century. Teachers communicate this vision to their students, and...

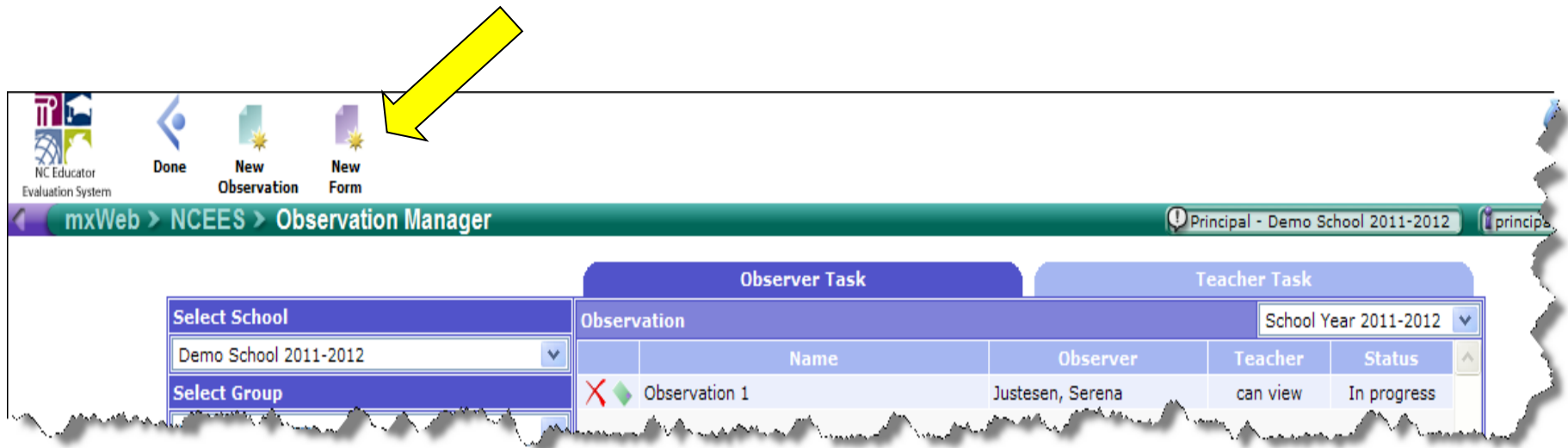


Effective December 12, 2011

# ABBREVIATED EVALUATION SUMMARY RATING FORM



## STEP 1: Select New Form

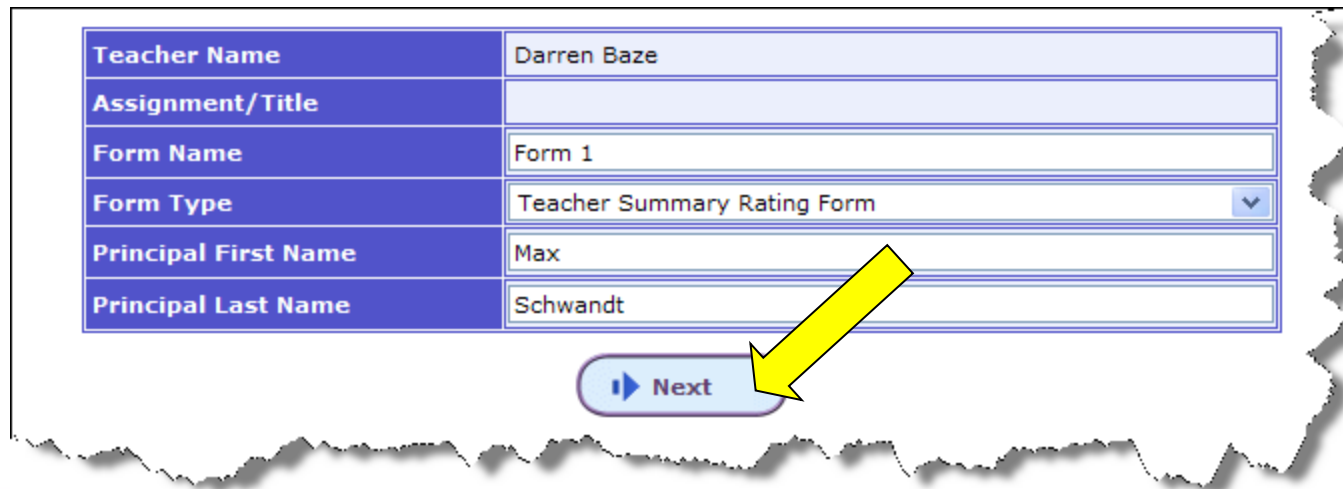


The screenshot shows the NCEES Observation Manager interface. At the top, there are navigation icons: 'Done', 'New Observation', and 'New Form'. A yellow arrow points to the 'New Form' icon. Below the navigation bar, the breadcrumb trail reads 'mxWeb > NCEES > Observation Manager'. The user is logged in as 'Principal - Demo School 2011-2012'. The main content area is divided into 'Observer Task' and 'Teacher Task' tabs. Under 'Observer Task', there is a table with the following data:

Select School	Observation	School Year
Demo School 2011-2012	Observation 1	2011-2012

Below the table, there are fields for 'Select Group' and 'Select Form'.

## STEP 2: Select Next








The screenshot shows a form with the following fields:






Teacher Name	Darren Baze
Assignment/Title	
Form Name	Form 1
Form Type	Teacher Summary Rating Form
Principal First Name	Max
Principal Last Name	Schwandt

At the bottom of the form, there is a 'Next' button with a yellow arrow pointing to it.

**STEP 3:** If the teacher status is Career, click on the down arrow key in **OBSERVATION VERSION** then you may either select the Full Version

Summary Name	Summary Rating Sheet for 2011-2012	Form Status	Editing
Teacher Name	Darren Baze	Teacher Status	Career Year 3 
School	Demo School 2011-2012	District	Demo District 2011-2012
Evaluator	Schwandt Max	Evaluator's Title	
School Year	2011-2012 	Date Completed	<Not completed>
View Rubric Form	<Select Rubric Form>  	Legend	<input type="checkbox"/> Peer Observation <input type="checkbox"/> Principal Observation <input type="checkbox"/> Summary
Summary Status	<input type="checkbox"/> Allow the teacher to view this summary rating form.	Summary Version	Full Version (All Standards) 

Or the Abbreviated Version:

Summary Name	Summary Rating Sheet for 2011-2012	Form Status	Editing
Teacher Name	Darren Baze	Teacher Status	Career Year 3 
School	Demo School 2011-2012	District	Demo District 2011-2012
Evaluator	Schwandt Max	Evaluator's Title	
School Year	2011-2012 	Date Completed	<Not completed>
View Rubric Form	<Select Rubric Form>  	Legend	<input type="checkbox"/> Peer Observation <input type="checkbox"/> Principal Observation <input type="checkbox"/> Summary
Summary Status	<input type="checkbox"/> Allow the teacher to view this summary rating form.	Summary Version	Abbreviated Version (Standards 1, 4 only) 

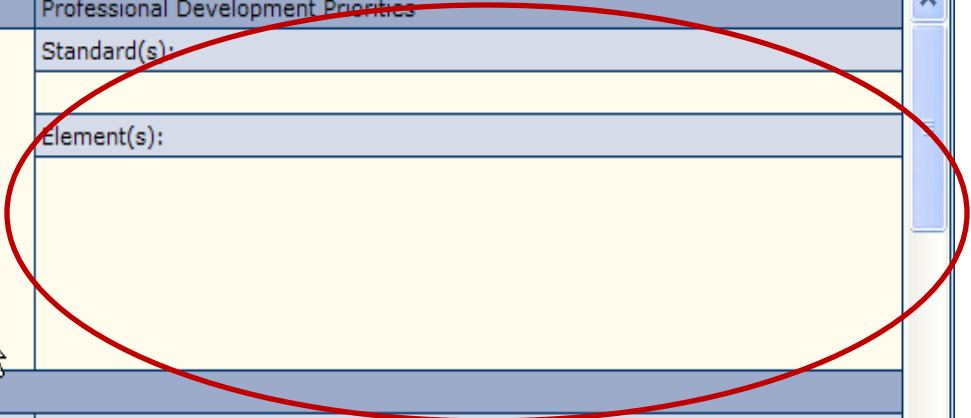
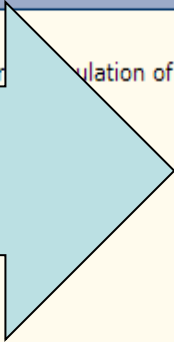
Effective December 12, 2011

# WRITEABLE PDP



Professional Development Plan		Mid-Year Review		End-of-Year Review	
Plan Name	Professional Development Plan based on 2011-2012	Form Status	Editing		
Teacher Name	Lenore Addie	Position			
School	Demo School 2011-2012	District	Demo District 2011-2012		
Teacher Status	Career Year 2	Subject Area			
School Year	2011-2012	Summary Rating Form	(07-26-2011) Summary Rating Sheet for 2011-2012		
		Plan	<Select Plan>		
Select Mentor Site	Demo School 2011-2012	Select Mentor Name			
Date Completed	Professional Development Plan :	Mid-Year Review :	End-of-Year Review :		
<b>A. Professional Teaching Standards</b> 1. Teachers demonstrate leadership 2. Teachers establish a respectful environment for a diverse population of 3. populates when teachers are rated in the previous year as "not demonstrated" or "developing" 4. 5.		<b>Professional Development Priorities</b> Standard(s): Element(s):			
To be Addressed by this Plan					
Standard(s):		Element(s):			

populates when teachers are rated in the previous year as "not demonstrated" or "developing"



allows for additional items to be added

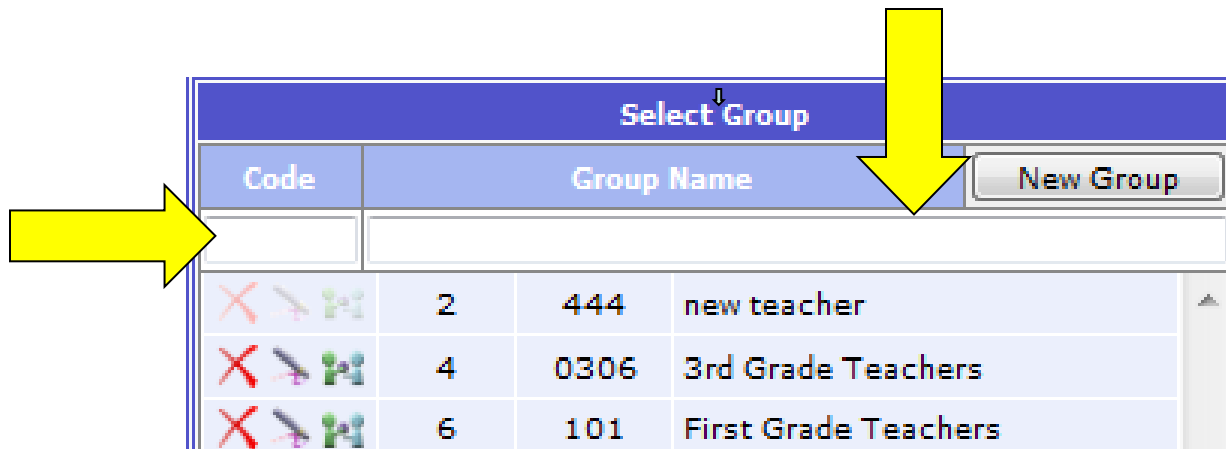
# Management Tools

Plan Observation   **Manage Groups**   Manage Observation   Schedule

Search Teacher by Criteria				Teacher Search Results			
<input checked="" type="checkbox"/> School	Demo School 2011-2012			Apply Criteria	Select All	Deselect All	Add to Group
<input type="checkbox"/> Gender	M			<input type="checkbox"/> Arden, Rosalinda		Sci	▲
<input type="checkbox"/> Employee ID				<input type="checkbox"/> Armes, Lance		Sci	☰
<input type="checkbox"/> Last Name				<input type="checkbox"/> Baze, Darren		Sci	
<input type="checkbox"/> First Name				<input type="checkbox"/> Bellantoni, Louisa		Group	
<input type="checkbox"/> Certification				<input type="checkbox"/> Beresford, Erik		<none>	
<input type="checkbox"/> Category				<input type="checkbox"/> Borgman, Guy		Sci	
<input type="checkbox"/> Homeroom				<input type="checkbox"/> Burt, Jessie		<none>	
<input type="checkbox"/> Start Date	From	Sep	2011	To	Sep	2011	
				<input type="checkbox"/> Croswell, Lakisha		<none>	▼
Select Group				none	Group Content		-
Code	Group Name		New Group	Select All	Deselect All	Remove	Remove All
				No groups selected			
<input checked="" type="checkbox"/>	0	321	Mentor Teachers				
<input checked="" type="checkbox"/>	0	GGG	G Teachers				
<input checked="" type="checkbox"/>	1	123	New Teachers-Year 1				
<input checked="" type="checkbox"/>	0	BT1	Beginning Teachers 1				
<input checked="" type="checkbox"/>	4	Group	Middle School Science				



# Manage Teacher Groups



The screenshot shows a 'Select Group' dialog box with a table of existing groups and a 'New Group' button. A yellow arrow points to the 'Code' input field, and another yellow arrow points to the 'New Group' button.

Select Group				
Code	Group Name			New Group
X	2	444	new teacher	
X	4	0306	3rd Grade Teachers	
X	6	101	First Grade Teachers	

# Manage Reports

## Overall Observation Report (Completed)

From August 1st 2011 to January 9th 2012

Number of observations for each school

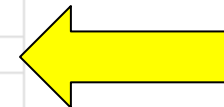
Organization Name	Total
Demo District 2011-2012	7
.Demo School 2011-2012	7

Page 2

## Observation completed for .Demo School 2011-2012 (7 results)

From August 1st 2011 to January 9th 2012

Teacher Name	Appraiser Name	Observation Name	Date	Status
Arden, Rosalinda	Steffensmeier, Erik C.	Rosalinda Arden Evaluation [2009-2010] 2	11-21-2011	Completed
Arden, Rosalinda	Stabile, Edwina	Rosalinda Arden Evaluation [2009-2010] 3	11-30-2011	Completed
Arden, Rosalinda	Comfort, Gabriel P.	Peer evaluation from Lucifer D. Angel for 2011-2012	12-07-2011	Completed
Armes, Lance	Fairey, Tabatha	Lance Armes Evaluation [2009-2010] 2	11-16-2011	Completed
Dobyns, Darren	B, L J.	Observation 3 liverman	11-29-2011	Completed
Eder, Cody	Kreps, Darryl	Cody Eder Evaluation [2009-2010] 1	12-07-2011	Completed
Martinek, Darryl	Cappiello, Julio	Darryl Martinek Evaluation [2009-2010] 1	01-05-2012	Completed



Return in 15 minutes.

**BREAK**



# Understanding the Ratings

#1

- Developing

#2

- Proficient

#3

- Accomplished

#4

- Distinguished

Distinguished

- **Consistently and significantly exceeded** basic competence

Accomplished

- **Exceeded** basic competence **most of the time**

Proficient

- Demonstrated **basic** competence

Developing

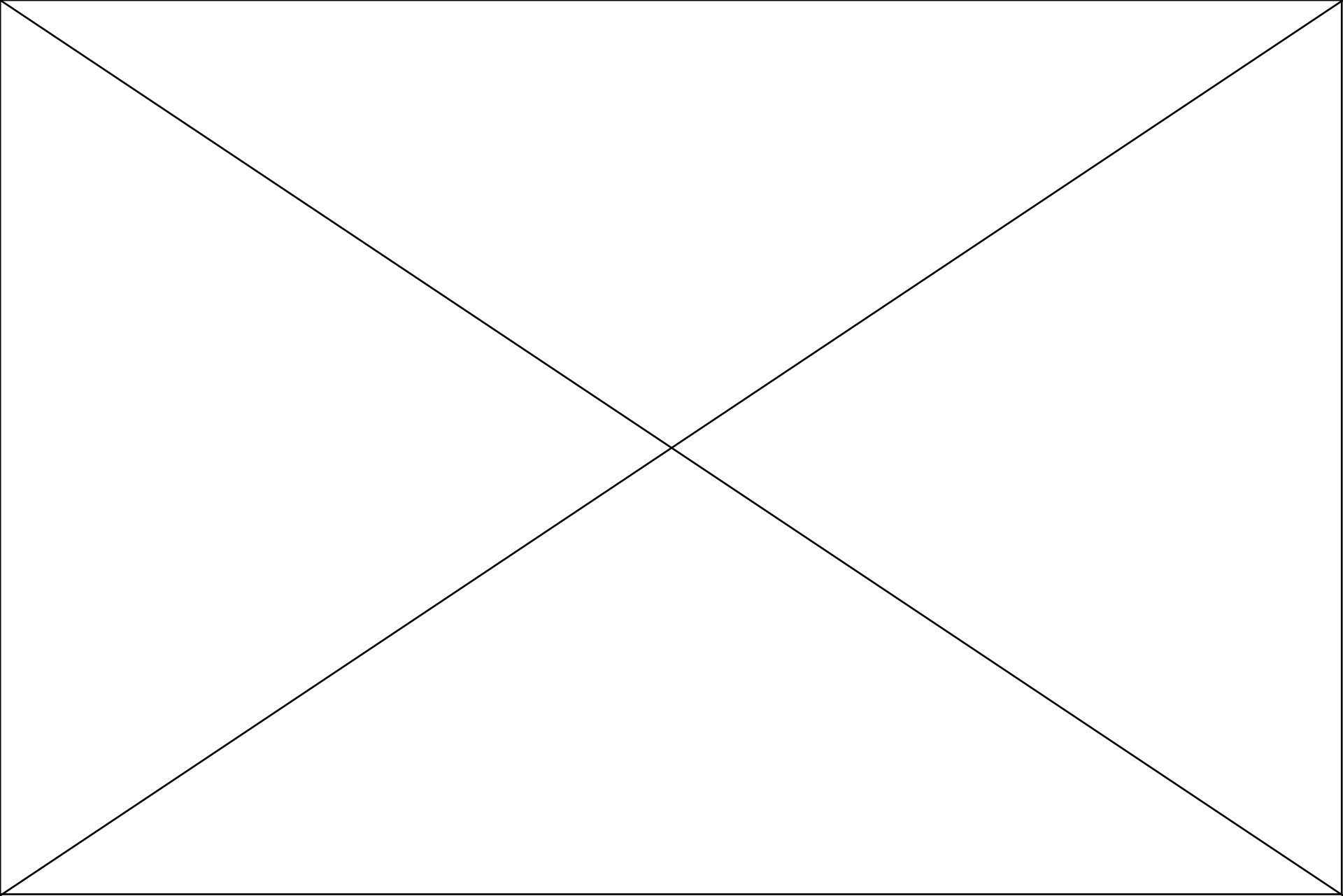
- Demonstrated adequate growth toward achieving standards, but **did not demonstrate basic** competence



# Assessing Inter-Rater Reliability

- #1 Mr. Johnson has established effective classroom procedures that require everyone to treat each other with respect. He encourages all students to engage in classroom activities even if they are unsure of their responses. He attends school-related activities to support students.



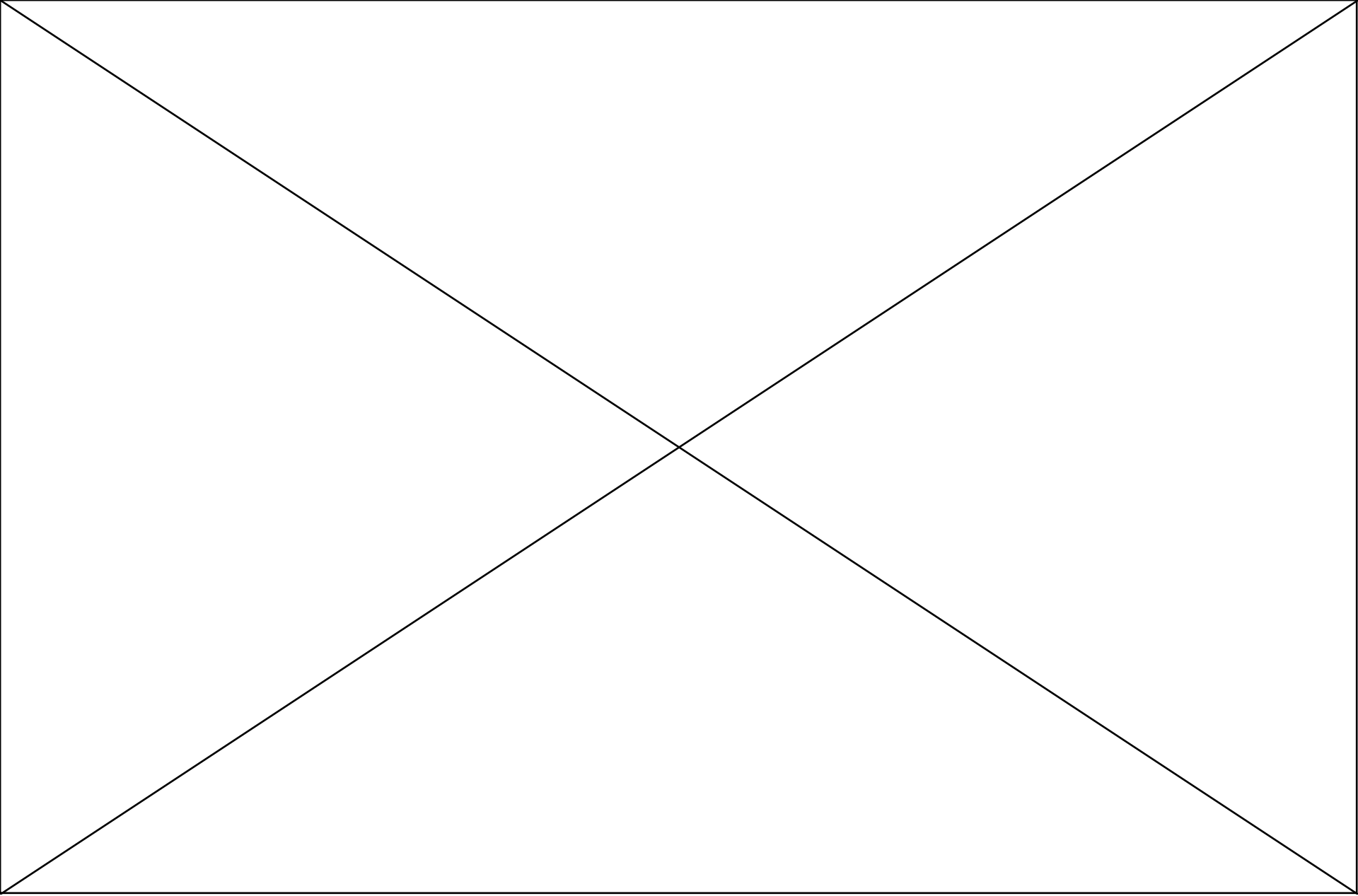


# Assessing Inter-Rater Reliability

- #2 Ms. Ball consistently uses her questioning skills to promote higher-order thinking skills. Her questions help guide students toward developing their own understanding by encouraging them to think creatively, synthesize knowledge, and draw their own conclusions. She models problem solving within her classroom instruction.



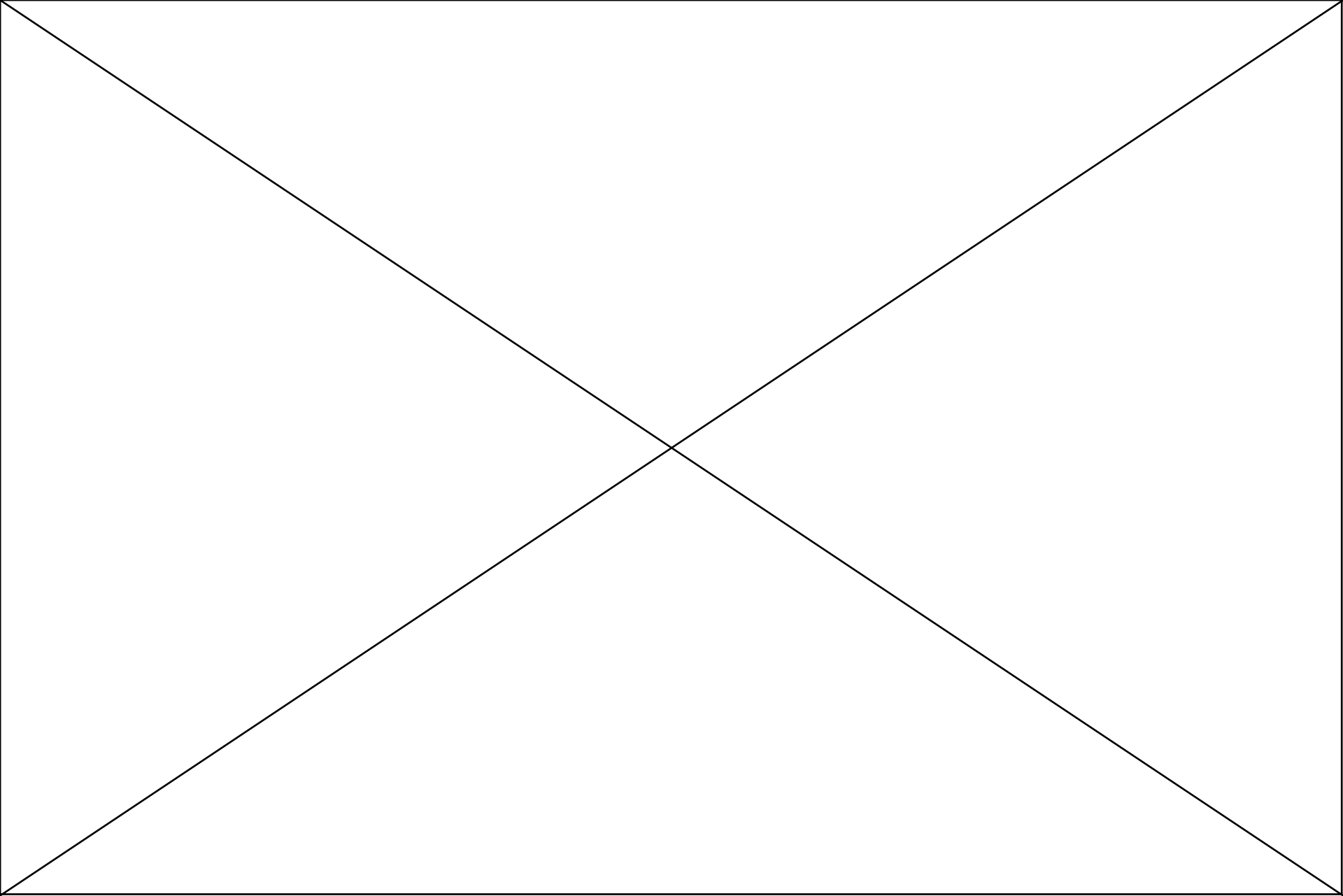




# Assessing Inter-Rater Reliability

- #3 Ms. Parish knows the acronyms of most educational jargon. She has heard of many innovative practices and changes in the way teachers are teaching and students are learning. She reads a professional journal to keep informed.





# Contact Information

- Questions about NC Educator Evaluation Tools?

Contact PD Consultants @ [www.ncpublicschools.org/profdev/directory](http://www.ncpublicschools.org/profdev/directory)

- Technical Support Questions?

Contact Karen Thorne @ McREL @ [kthorne@mcrel.org](mailto:kthorne@mcrel.org)

or Help Desk @ McREL @ 303 .632.5543 Open 7:00 AM – 7:00 PM EST

- <http://ncees.ncdpi.wikispaces.net>



# Ticket out the Door



+ Δ ?





## Contact Information

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