

SPG Update

System of Professional Growth

3/17/15



Feedback from the Field

In January, we held our second round of Focus Groups with participants to learn about their experiences. Generally, both Facilitators and Practitioners stated that the System of Professional Growth (SPG) is a dramatic improvement over our former evaluation system. SPG process allows for deeper conversations focused on improving and deepening of instructional practice.

Success and Challenges so far...

What's working?

Participants shared that the SPG process creates more meaningful discussions based on evidence of practice. The embedded time for reflection lead to determining of next steps to improve and deepen professional practice. Frequency of observations and discussions after observations were also components that rose to the top as valuable. Another key finding is trust between Practitioner and Facilitator. It was cited as one of the most important components in the process and out weighed whether the facilitator was an administrator, a peer, at the same site, or at different site.

What's not?

The main challenges revolve around time (including scheduling and sub issues), lack of clarity about required evidence/documentation to collect, and the need for additional training.

Next Steps

February-March

Address the current challenges by creating forms to clarify needed documentation and develop a pilot that considers time.

March-June

Finalize details and identify interested schools for the 2015-2016 pilot (2 high, 2 middle, 4 elementary, and ECE personnel)

2015-16 School Year

Train pilot participants, launch pilot, adjust based on feedback throughout the year, create contract language to replace article 3 (evaluation)

