

Educator Human Capital Policy and Research Division

2015-16 Priority Goals and Activities

September 2015

SBE Goals	Priority Goals	Priority Activities	Status
3.1	Develop and support highly effective teachers	Develop/Update and publish professional development materials, including Online Modules, Screencasts, and implementation resources for the Analysis of Student Work Process by June 2016.	On-track
		Collaborate with 8 Regional Education Service Alliances (RESAs), LEAs, and agency staff to provide professional development for educators on the Analysis of Student Work Process and to align instruction to meet students' needs in order to improve content area growth and performance via face-to-face trainings and webinars by June 2016.	On-track
		Implement Student Perception Surveys as a tool to provide actionable feedback to teachers by June 2016.	On-track
		Collaborate with 8 Regional Education Service Alliances (RESAs), LEAs, and agency staff to provide professional development for educators on Student Perception Surveys and best practices for using survey results to improve instruction via face-to-face trainings and webinars by June 2016.	On-track
		Create and provide professional development using the EVAAS tool to help improve instruction in the classroom.	On-track
		Provide step by step PD on how teachers can identify strengths and areas for improvement in their teaching.	On-track
		Provide step by step PD to help teachers identify student needs to help drive instruction.	On-track
		Provide teachers with an understanding of their students' growth in a way to help them make decisions about what their students need to improve.	On-track
		Through accurate and thorough implementation of Federal, State and NC State Board of Education laws, regulations and policies the District Human Resources Office assists teachers in the understanding and resolution of employment matters. The successful HR practices ensures development and support for teachers throughout the state and in return creates a positive learning environment for the students of North Carolina.	On-track
		Provide data-management and quality control for assessment data for the purpose of generating student-growth estimates for teachers, schools, and LEAs.	On-track
		Conduct analyses and research on educator effectiveness data and disseminate the results to the state, LEA, school officials as well as educators.	On-track
		Secure external partnerships and grant opportunities to ensure continuous improvement on the North Carolina Educator Effectiveness System (NCEES).	On-track

3.2	Develop and support highly effective principals	Collaborate with 8 Regional Education Service Alliances (RESAs), LEAs, and agency staff to provide professional development for principals on Student Perception Surveys and best practices for using survey results to inform teacher evaluation, via face-to-face trainings and webinars by June 2016.	On-track
		Provide ongoing support and professional development related to Educator Effectiveness through regional Principal READY meetings by June 2016.	On-track
		Develop virtual resources including screencasts and training resources to support principals' understanding of the Analysis of Student Work process by June 2016.	On-track
		Develop virtual resources including screencasts and training resources to support principals' understanding of Student Perception Surveys by June 2016.	On-track
		Create and provide professional development using the EVAAS tool to help improve instruction in in the schools and in the classroom.	On-track
		Provide step by step PD on how teachers can identify strengths and areas for improvement in their schools.	On-track
		Help principals understand the needs and value of the teacher evaluation tool combined with student growth.	On-track
		Collaborate with vendor (EVAAS) to help us look at teacher data in different ways to help principals understand the needs and skills of their staffs.	On-track
		Through accurate and thorough implementation of Federal, State and NC State Board of Education laws, regulations and policies the District Human Resources Office assists principals in the understanding and resolution of employment matters. The successful HR practices ensures development and support for principals throughout the state and in return creates a positive learning environment for both the working and teachers and students of North Carolina.	On-track
Conduct research and analyses on NCEES to present in Principal READY meetings.	On-track		

3.5	Increase the percentage of effective or highly effective on the educator evaluation system in schools with a performance composite below 60% and not meeting or exceeding academic growth	Provide LEAs and schools with timely and accurate information on student growth by the end of November 2015.	On-track
		Provide consultation and assistance to districts, LEAs, and schools in how to identify areas of improvement in instructional practices for their low-performing, low-growth schools.	On-track
		The Educator Human Capital Policy and Research Division is able to focus its efforts to assist in increasing the percentage of effective or highly effective teachers in schools with a performance composite below 60% and not meeting or exceeding academic growth. Efforts (not limited to) are seminars and meetings to coordinate the necessary focus to those affected within districts. Also, HR provides information to teachers explaining, translating and assisting concerns regarding performance through telephone and email responses.	On-track
4	Every school district has up-to-date financial, business, and technology systems to serve its students, parents and educators	Provide LEAs and schools with timely and accurate information on student growth by the end of November 2015.	On-track
		Provide consultation and assistance to districts, LEAs, and schools in how to identify areas of improvement in instructional practices for their low-performing, low-growth schools.	On-track
		Design and launch a high quality Student Perception Survey tool integrated with Home Base by January 2016.	On-track
		Streamline and refine Analysis of Student Work online platform functionality to better reflect the variety of teaching situations represented in the ASW process by June 2016.	On-track

Please note that the above is not an exhaustive list of the division's goals and activities, but reflects the division's **highest priorities**. For more information regarding the Educator Human Capital Policy and Research Division, please see <http://www.dpi.state.nc.us/district-humanresources/> and <http://www.dpi.state.nc.us/effectiveness-model/evaas/> .