

Old Capitol Building
PO Box 47200
Olympia, WA 98504-7200



Washington Office of Superintendent of
PUBLIC INSTRUCTION
Chris Reykdal, Superintendent

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BULLETIN NO. 075-20 Educator Growth and Development

TO: Educational Service District Superintendents
School District Superintendents
School District Human Resource Managers
School District Learning and Teaching Administrators
School Principals and Assistant Principals

FROM: Chris Reykdal, Superintendent of Public Instruction

RE: Teacher and Principal Evaluation Guidance: Student Growth Goals

CONTACT: Sue Anderson, Director, Educator Effectiveness
360-725-6116, sue.anderson@k12.wa.us

PURPOSE/BACKGROUND

The COVID pandemic and the clear need to grow in our capacity to address racial injustice and other opportunity gaps call us to revisit the purpose and processes involved in setting and measuring the attainment of student growth goals as a part of teacher and principal evaluation. While the tenets below are proposed for the 2020–21 school year, they foreshadow some potentially enduring changes in how student growth is addressed in Washington’s growth and evaluation system for teachers and principals. These changes provide an opportunity to look deeply into teacher and principal practice, and to support their learning and that of the students and teachers with whom they work.

EVALUATION GUIDANCE: DEVELOP ONE STUDENT GROWTH GOAL

The focus of the process is on setting a learning goal on a significant conceptual understanding, considering both formative and summative assessment, and reflecting on student progress in ways that will positively impact continued learning and growth for educators and students.

- Teachers/principals on a modified Comprehensive evaluation for 2020–21 develop one student growth goal, choosing the goal for criterion 3 or 6. Principals would choose one goal among criteria 3, 5, and 8.

- Scores for the other two criteria are assigned using the most recent Student Growth scores for those two criteria. In the event no such scores are available, the score assigned would default to Basic (2).
- The Student Growth rubrics for 3.1, 6.1, and 8.1 for teachers are unchanged. The rubrics for 3.2 and 6.2 are being considerably modified to meet the goal of supporting reflection and growth in instruction and assessment practices. The revised rubrics and guiding questions for reflection will be posted on the [TPEP website](#).
- The Student Growth rubrics for 3, 5, and 8 for principals are being revised to support principal reflection. These, along with guiding principles for principal student growth goals, will be completed and posted on the TPEP website in the first week of October.

INFORMATION AND ASSISTANCE

For questions regarding this bulletin, please contact Sue Anderson, Director, Educator Effectiveness, at 360-725-6116 or email sue.anderson@k12.wa.us. The OSPI TTY number is 360-664-3631.

This bulletin is also available on the [Bulletins](#) page of the OSPI website.

Michaela W. Miller, Ed.D., NBCT
Deputy Superintendent

Cindy P. Rockholt, NBCT
Assistant Superintendent
Educator Growth and Development

Sue Anderson
Director
Educator Effectiveness

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