**STANDARD HIGHLIGHT**

**Standard Set:** Online Programs

**Standard E:** Organizational Staff

E5: Evaluations of staff and faculty occur on a regularly scheduled basis.

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**STANDARD OVERVIEW**

SHANNON SMITH, PH.D., SENIOR DIRECTOR OF STUDENT LEARNING SERVICES

This standard addresses the value and importance of ongoing feedback loops through the evaluation process. In Michigan, our teachers are required to be evaluated annually and their effectiveness rates reported to the state. In addition to the formal annual evaluation based on the Charlotte Danielson Framework for Teaching, we provide regular walkthroughs each term for coaching purposes. We utilize a modified version of the Danielson model to better align with our fully asynchronous courses.

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**Michigan Virtual General Classroom Walkthrough Form**

[Image of a Michigan Virtual General Classroom Walkthrough Form]
HELPFUL HINTS for putting standard into practice

- Providing a clear and compelling ‘why’ in choosing the evaluation tool along with clear and visible examples of the components being evaluated
- Seek feedback and recommendations on evaluation tool and its indicators from your current staff so there is clarity and comfort in the expectations outlined
- Develop training or professional development opportunities to explore the tool thoroughly and better understand its use and application
- Emphasize the value of a growth mindset and support-focused feedback loop in coaching conversations, professional development, and evaluations
- Ensure established inter-rater reliability of both coaches and supervisors with the walkthrough and evaluation tool is critical to implementation
- Create a shared set of resources or ‘toolkit’ for coaches and supervisors to utilize and share resources as they support the staff through this process
- Implement the process with fidelity
- Encourage feedback cycles of the tool itself throughout the first three years of implementation

RESOURCES to support standard use (mostly practical)

- Teacher Evaluation and Effectiveness Report: This report details the implementation of the Charlotte Danielson Framework for Teaching at Michigan Virtual in our Student Learning program. It explores the process of developing a modified version of the tool to meet the needs of our environment along with the successes and challenges of implementation.
- NSQ/Danielson Crosswalk: Recently this crosswalk was developed as a collaborative effort between the Virtual School Leadership Alliance (VLLA), Quality Matters (QM), and the Digital Learning Collaborative with support from the Danielson Group to provide guidance in connecting these two critical teaching frameworks and standards.
- Strategies for Supporting Teachers in Virtual Learning Environments: The Michigan Virtual Learning Research Institute conducted a study to address strategies for supporting virtual teachers based on current practices among those surveyed which included teachers and administrators across 17 statewide programs.
- Educator Evaluation in MI Series: This series of five courses developed in partnership between the Michigan Department of Education and Michigan Virtual focuses on unpacking the framework, preparing for formative and summative reviews, measurement of student growth and providing evidence of reflective practice. This series is strategy based to support teacher growth and understanding of the evaluation process.
- Recruiting, Training, Supporting and Evaluating Online Teachers: This research study by the Michigan Virtual Learning Research Institute explores the recruitment, support and evaluation of online teachers across member programs of the Virtual School Leadership Alliance (VLLA) to compare similarities and differences.

Author/Organization Bio

Michigan Virtual is a nonprofit 501(c)(3) organization established in 1998 and focused on advancing K-12 education through digital learning, research, innovation, policy and partnerships. Our Student Learning team consists of both full and part-time highly-qualified Michigan certified teachers that support students as they work through our catalog of QM reviewed courses grades 6-12. In addition to Student Learning programs, Michigan Virtual also conducts Professional Learning with a robust catalog of online and face-to-face PD, the Michigan Virtual Learning Research Institute and most recently added a consulting team to help transform education through guidance and support in a variety of different areas.

Check out the NSQ Professional Learning Portal and NSQ Website for more resources at www.NSQOL.org