**Anderson County Schools Plan for Full Scale Implementation by August 2014**

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| **Month** | **Teacher Professional Growth and Effectiveness System (TPGES)** |
| **Principals** | **Teachers** | **Peer Observers** |
| **February 2014** | * By February 1, 2014, principals will select teachers to participate in Student Voice Surveys. Due to snow days, encourage 1 per building, except pilot school.
* By February 15, 2014, principals and directors **develop** **district-wide Student Voice Survey Training** as a guide for principals to use as they train teachers. Principals may revise training as necessary for their buildings. (Training will include: 1) purpose of Student Voice Surveys, 2) validity of SVS, 3) how to prepare students for the surveys, 4) tie Student Voice Surveys to student growth goals, 5) how to use results and guidelines for the data collection person for K-2.)
* By February 15, 2014,all students taking the student voice survey will log in to IC. Derek Shouse will provide schools with the login names and passwords.
* By end of February, **Student Voice Survey training** will occur during PLC, staff meeting, afterschool through use of work days, etc. (1 teacher at SECC, ACLA teachers at ACHS, 5 pilot teachers at ACMS, 1 per grade level at RBT, EBW and SSE) (decision to be made by building principal).
* On February 25 at 11:30 am Brian Edwards, Amiee Miller, Robin Ratliff, Jeanna Slusher, Sandy Hendry, Jennifer Miller, Julie Bowen and Krista Sawyer will be trained as “Train the Trainer” Student Voice Data Collectors.
* By February 28, 2014, all principals and central office staff will complete Teachscape training. (New hires from December 2013 – July 2014 must complete
 | * By end of February, **Student Voice Survey training** will occur during PLC, staff meeting, afterschool through use of work days, etc. (1 teacher at SECC, ACLA teachers at ACHS, 5 pilot teachers at ACMS, 1 per grade level at RBT, EBW and SSE) (decision to be made by building principal)
 | * By February 28, 2014, all CRTs will complete Peer Observer training.
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| **March 2014** | * On March 6, 2014,3:30 pm – 4:30 pm in Board Office, Certified Evaluation Plan Committee will convene to continue review of KDE sample Evaluation Plan. training by August 1, 2014).
* By March 15, 2014 principals and directors will **develop CIITS/EDS training**.
* By March 21, 2014, participating SVS teachers will prepare students for Student Voice Surveys by discussing vocabulary, items, etc.
* By March 28, students enrolled in participating SVS teachers’ classes will complete Student Voice Surveys in Infinite Campus.
* On April 7, 2014, principals and directors will develop training for **using results of Student Voice Surveys**. Principals may revise training as necessary for their buildings.
* On March 27, 2014,3:30 -4:30 pm in Board Office, Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
 | * By March 15, 2014, K**-2 Student Voice Data Collection training** will occur during staff meeting, PLC, afterschool through use of work days, etc. (decision to be made by building principal)
* During March, SVS teachers will prepare students for Student Voice Surveys by discussing vocabulary, items, etc.
* By March 28, students enrolled in participating SVS teachers’ classes will complete Student Voice Surveys in Infinite Campus.
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| **April 2014** | * By April 15, 2014, principals, directors and CRTs will be **trained** in **Student Growth Goals and Professional Growth Goals.**
* Getting clarification from KDE - By April 15, 2014, **CIITS/EDS and PD 360 training** will occur during PLC, staff meeting, afterschool through use of work days, etc. (decision to be made by building principal)
* On April 10, 2014,3:30 – 4:30 pm in Board Room, Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
* Getting clarification from KDE - By April 30, 2014 teachers will complete the initial reflection in CIITS/EDS.
* On April 23, 2014,3:30 – 4:30 pm in Board Room,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
* April 21, 2014, 9:00 – 11:00 am Principal/Director training on Student Growth Goal and Professional Growth Goal
 | * By April 15, 2014, **CIITS/EDS and PD360 training** will occur for all teachers during PLC, staff meeting, afterschool through use of work days, etc. (decision to be made by building principal)
* April – May 2014, all teachers will participate in initial reflection in CIITS/EDS.
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| **May 2014** | * On May 8, 2014,3:30 – 4:30 pm in ACMS Library, Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
* By May 31, 2014, train SVS teachers how to use **Student Voice Surveys**
* By May 31, 2014, principals will have reviewed Domains 1-5 with all teachers so that they have a working knowledge of the FfT, standards and rubrics.
* By May 22, 2014 3:30 – 4:30 pm in Board Room,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
 | * Train teachers how to use **Student Voice Surveys**
* By May 31, 2014, teachers will have a working knowledge of the FfT, standards and rubrics.
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| **June 2014** | * By June 4, 2014,3:30 – 4:30 in Board Room, Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan. (Back up date will be June 5, 2014 from 3:30-4:30 in ACMS Library.)
* Summer PD 1) Observation Process, 2) Student Growth Goals, and 3) Professional Growth Goal training will occur (Involve Student Voice teachers in the training of the remaining staff as TPGES is introduced.)
* By June 12, 2014, from 9:00 – 3:00 in Board Room,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
 | * Summer PD 1) Observation Process, 2) Student Growth Goals, and 3) Professional Growth Goal training will occur
* Teachers will begin to develop their SGG and PGGs.
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| **July 2014** | * By July 10, 2014, 9:00 – 3:00 pm in Board Room,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
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| **August 2014** | * TBA,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
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 | * By August 31, 2014 all new teachers will participate in **CIITS/EDS training**.
* By September 15 or KDE determined window, all teachers will complete the initial reflection in CIITS/EDS.
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| **September 2014** | * TBA,Certified Evaluation Plan Committee will convene to begin development of hybrid Fft and old evaluation system plan
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| **October 2014** | * By October 15, 2014,Certified Evaluation Plan sent to KDE for approval
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| **November 2014** | * By November Board Meeting,Certified Evaluation Plan Committee recommend plan for approval to ACBE for first reading.
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| **December 2014** | * By December Board Meeting,Certified Evaluation Plan Committee recommend plan for approval to ACBE for second reading.
* By December 14, 2014, Evaluation Plan will be in place.
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| **January 2015** |  |  |  |
| **February 2015** |  | * By end of February 2015, all teachers will participate in **Student Voice Survey training** during PLC, staff meeting, afterschool through use of work days, etc. Principals may involve Student Voice teachers from previous years to help lead the training. (decision to be made by the building principal)
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| **March 2015** | * Involve Student Voice teachers in the training of the remaining staff
 | * By March 15, 2015, **K-2 Student Voice Data Collection training** will occur during staff meeting, PLC, afterschool through use of work days, etc. (decision to be made by building principal)
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