

Connect

...with each other ...with our schools ...and with our vision!



Here's the latest update on GCPS' four major initiatives and their connections with the district's strategic priorities...

About Evaluation for Improvement...

What's Working:

- **Observations** are on track. Per the pacing guide, two brief observations and the end-of-year conference should be completed by May 1, so it's important that all **mid-year conferences** be completed by the end of January. Two brief observations and a formative observation were conducted for each teacher during the fall. In 9,730 **formative observations**, teachers were designated exemplary, (837), proficient (8,802), needs improvement (89), or ineffective (2). Data from observations and the mid-year conference will support conversations regarding contracts and renewals.

What Needs Work:

- Due to **lack of wireless capacity**, some schools are not getting full use of tablets for observations. Schools can send **unused tablets** back to HR for distribution to schools that need additional tablets.
- Schools **need additional, seamless support** in the areas of Student Performance Goals (SPGs) and Assessments. Staff from Curriculum and Instructional Support will fill this need.



About the Core of Teaching and Learning...

What's Working:

- **Alignment** of the AKS and the Common Core Georgia Performance Standards continues to be an area of strength.
- Curriculum and Instruction is collaborating with schools to **increase support for teachers and promote available resources**. **District-level partnerships** are building capacity for staff through development opportunities.
- Dr. Debbie Durrence and Leslie Aiken are moving into new leadership roles to better support schools in the areas of **Student Performance Goals (SPGs) and Assessments**. Dr. Durrence is now Director of SPG Development, and Leslie Aiken will focus her efforts as Director of Assessment-SPG.

What Needs Work:

- GCPS will continue to individualize partnerships to enhance support on a school-by-school basis, according to their needs.



About Digital Tools and Resources...

What's Working:

- A total of 87 schools now have access to the **Curriculum and Instruction Tool**, and Information Management and Technology (IMT) reports increasing use of this and other eCLASS tools.
- **ABC Analytics** is accessible to all instructional staff, and live and recorded webinars are available to support users.
- The **Collaboration Tool** is available for all staff with Employee Portal access.
- **BYOD initiative** counts 50 participating schools. The ES refresh is ahead of schedule, with 39 elementary wireless upgrades already completed and full completion expected by August. IMT will inform schools as their wireless systems are installed so they can launch BYOD when ready.

What Needs Work:

- The **adoption rate for ABC Analytics** is not as strong as hoped. Staff development is available.
- **Additional support for the Gwinnett Teacher Evaluation System (GTES)** is needed.



About Leadership Development...

What's Working:

- GCPS continues to benefit from **strong partnerships with national philanthropic organizations**, including the Wallace Foundation, the George W. Bush Institute, the Alliance to Reform Education Leadership (AREL), and the Bill and Melinda Gates Foundation's Leading for Effective Teaching Project. Through these partnerships, GCPS has received several substantial **grants**, been the subject of extensive **case studies** in national publications, had opportunities for **mentoring** and **professional learning** for leaders, and shared **best practices** with other high-performing districts nationwide.
- Programs of the **Quality-Plus Leader Academy**—Aspiring Leader Program, Aspiring Principal Program, and mentoring for leaders—continue to support GCPS' ongoing leadership needs.

What Needs Work:

- GCPS will continue to develop and support the **District Leader Program**.
- Through QPLA, we will provide **more support and learning opportunities for veteran leaders**.
- District leaders will continue to pursue opportunities to develop **additional partnerships** with national organizations to support our ongoing leadership programs.

