VERONA PUBLIC SCHOOLS

New Staff Orientation

August 29 & 30

Laning Media Center

Today's Agenda: August 29

8:10	Breakfast
8:30	Welcome from our Administrative Team
8:45	UbD
10:00	Break
10:15	UbD
11:30	Bus Tour of Verona/Lunch
1:00	Lesson Plan Template/GCN Online PD
2:00	Classroom Management
3:00	Closing, VEA President, Chris Tamburro

What is UbD?

Why do we use it in Verona?

Today's Agenda: August 30

8:10 Breakfast

8:30 Discovering Marzano's Teacher Evaluation System

10:00 Break

10:15 More on Marzano

11:45 Lunch

12:45 Grading - Genesis (VHS, HBW); Standards Based Report Card (Elementary)

1:45 Gmail/Calendar/Schoolwires

3:00 Survey…we would like your feedback!

Verona Public Schools Mission Statement

"The mission of the Verona Public Schools, the center of an engaged and supportive community, is to empower students to achieve their potential as active learners and productive citizens through rigorous curricula and meaningful, enriching experiences."

Strategic Plan

In order to support our mission, we will…

1. Secure adequate financial resources,
2. Foster a healthy and respectful school culture consistent with our core values,
3. Partner locally and globally to expand opportunities for our school community,
4. Continue to implement a rigorous, integrated curriculum with authentic experiences and assessments ,
5. Provide a meaningful professional development program for all staff, and
6. Provide upgraded, sustainable buildings, grounds and technical infrastructure.

Summer

What are the Elements of Effective Teaching?

- Break into groups of four
- Brainstorm/Record Ideas on Paper
- Share (Whole Group)
- How do we group these?
- Now, let's take a look at Marzano...

2014 Marzano Teacher Evaluation Model
Learning Map

DOMAIN

Learning Sciences Marzano Center Teacher & Leader Evaluation

Learning Sciences International — Learning and Performance Management

Learning Sciences International — Learning and Performance Management

Marzano Art and Science of Teaching Teacher Evaluation Model
Learning Map

Domain 2: Planning and Preparing

Planning and Preparing

Planning and Preparing for Lessons and Units
42. Effective Scaffolding of Information with Lessons
43. Lessons within Units
44. Attention to Established Content Standards

Planning and Preparing for Use of Resources and Technology
45. Use of Available Traditional Resources
46. Use of Available Technology

Planning and Preparing for the Needs of English Language Learners
47. Needs of English Language Learners

Planning and Preparing for the Needs of Students Receiving Special Education
48. Needs of Students Receiving Special Education

Planning and Preparing for the Needs of Students Who Lack Support for Schooling
49. Needs of Students Who Lack Support for Schooling

Domain 3: Reflecting on Teaching

Reflecting on Teaching

Evaluating Personal Performance
50. Identifying Areas of Pedagogical Strength and Weakness
51. Evaluating the Effectiveness of Individual Lessons and Units
52. Evaluating the Effectiveness of Specific Pedagogical Strategies and Behaviors

Developing and Implementing a Professional Growth Plan
53. Developing a Written Growth and Development Plan
54. Monitoring Progress Relative to the Professional Growth and Development Plan

Domain 4: Collegiality and Professionalism

Collegiality and Professionalism

Promoting a Positive Environment
55. Promoting Positive Interactions with Colleagues
56. Promoting Positive Interactions about Students and Parents

Promoting Exchange of Ideas and Strategies
57. Seeking Mentorship for Areas of Need or Interest
58. Mentoring Other Teachers and Sharing Ideas and Strategies

Promoting District and School Development
59. Adhering to District and School Rule and Procedures
60. Participating in District and School Initiatives

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Break!!

Summer

Dr. Marzano - Domains 2, 3, 4

Marzano Art and Science of Teaching Teacher Evaluation Model
Learning Map

LearningSciencesInternational
LEARNING AND PERFORMANCE MANAGEMENT

Domain 2: Planning and Preparing

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Lesson Plans & Walkthrough Visits

Verona Public Schools
Office of Curriculum, Instruction & Assessment

121 Fairview Avenue
PHONE (973) 571-2029
Charles R. Miller

Verona, New Jersey 07044
FAX (973) 571-6779
Director of CIA

Good morning colleagues,

The Administrative Team will be conducting **monthly walkthrough visits** in your classroom throughout the school year. These visits will be unannounced; therefore, it is important that your plans are available daily in your classroom. This will allow us to accurately determine what is being taught during the specific class period.

The only criteria we have for your plans are listed below:

1. Clearly stated Daily Objective(s) and connection to the Standards
2. List of procedures/activities for the lesson (e.g., Warm up, Teacher led PowerPoint, think-pair share, video clip, teacher led discussion, exit card).
3. How do you know if your students have met the objective(s)?

	Transfer Goal	Daily Objective (Marzano Learning Goal)
Definition	The effective use of understanding, knowledge, and skills we seek in the long run.	A specific, measurable and short-term statement that articulates the student-learning outcome of a lesson.
Time period	Unit of study	One class period
Example (Math)	Students will be able to independently use their learning to solve real life situational problems that require applying basic addition.	Students will be able to apply the double plus one strategy when solving simple addition problems.
Example (English)	Students will be able to independently use their learning to develop an argumentative essay that introduces a claim with supporting evidence.	Students will be able to apply the strategy of "re-stating" their thesis statement when beginning a concluding paragraph.

We look forward to visiting your classroom and learning from you throughout the school year!

Walkthrough Classroom Visit Form 2016-17

Please complete each field in this form, send yourself a copy (see below), and then hit "submit". The goal with a walkthrough is to give your teachers immediate feedback (within 24 hours) after visiting their room for five to ten minutes. Thank you for making a difference!

Your username (**cmiller@veronaschools.org**) will be recorded when you submit this form. Not you? Sign out

* Required

Date *

MM DD YYYY

/ / 2016

Teacher's Last Name *

Your answer

Teacher's First Name *

Your answer

School *

Choose

Class/Subject *

Your answer

Lesson Plans Available? *

Choose

What part of the class did you observe? *

Choose

How are the students being engaged? *

Select all that apply

- [ ] Whole Group Instruction
- [ ] Small Groups (3-5 students)
- [ ] Large Groups (> 5 students)
- [ ] Pairs

Observations & Final Evaluation

NON-TENURED TEACHER OBSERVATION/EVALUATION SCHEDULE 16-17

NAME	GRADE/SUBJ.	SCHOOL	TENURE DATE	OBS #1 PRE&POST - SHORT OBSERVATION DOMAINS 1, 2 DUE 11/28/16	OBS #2 POST ONLY - SHORT OBSERVATION DOMAINS 1, 2 DUE 2/6/17	OBS #3 POST ONLY - SHORT OBSERVATION DOMAINS 1, 2 DUE 4/10/17	INITIAL SGO UPLOADED FOR 2016-17 DUE 10/31/16	COMPLETED/ UPLOADED SGO FOR 2016-17 DUE 6/5/17	DOMAINS 3, 4 DUE 4/24/17 *	FINAL EVALUATION DUE 5/1/17 *	PDP FOR 2017-18 DUE 6/30/17
BRK											
Franks, Emma	SE Resource	BRK	9/1/2020	GV	NS	GV	GV	GV	GV	GV	GV
Albretsen, Julia	77% KDG.	BRK	9/1/2020	AL	NS	NS	NS	NS	NS	NS	NS
Coffey, Erin	77% KDG.	BRK	9/1/2019	AL	NS	NS	NS	NS	NS	NS	NS
Jackameit, Katherine	Grade 4 (Long Term Sub)	BRK	9/1/2020	AL	NS	NS	NS	NS	NS	NS	NS
FNB											
Casale, Dana	SE Resource	FNB	9/1/2019	GV	AL	AL	GV	GV	GV	GV	GV
Connallan, Kelly	SE/LLD	FNB	9/1/2019	AL	GV	AL	GV	GV	GV	GV	GV
Rodgers, Maria	Nurse	BRK/FNB	9/1/2018	NS	AL	RM	-	-	-	RM	RM
FOR											
Convery, Karen	Speech (Long Term Sub)	FOR	9/1/2020	FM	FM	FM	-	-	-	FM	FM
Rhodes, Catherine	LDTC	FOR/LAN	10/10/2018	FM	FM	FM	-	-	-	FM	FM
Cella, Kaleigh	77% KDG.	FOR/LAN	9/1/2017	HF	JM	CM	JM	JM	JM	JM	JM
Andersen, Heather	Literacy Coach K-4	FOR/FNB	12/15/2019	SB	AL	JM	SB	SB	SB	SB	SB
LAN											
??	SPEECH/LANG	LAN	9/1/2018	FM	FM	FM	--	--	--	FM	FM
Graziano, Tina	SE (ABA)	LAN	9/1/2018	HF	GV	GV	GV	GV	GV	GV	GV
Martorana, Lori	LSS-ELEM	LAN	9/1/2017	HF	GV/CM	GV	GV	GV	GV	GV	GV
Abate, Dara	4	LAN	9/1/2019	JM	HF	HF	HF	HF	HF	HF	HF
Brown, Lauren	4	LAN	9/1/2019	JM	HF	HF	HF	HF	HF	HF	HF
??	MEDIA	LAN/FOR	??	JM	HF	HF	YM	YM	HF	HF	YM
San Roman, Gabrielle	MUSIC	LAN/FOR	9/1/2020	JM	HF	HF	HF	HF	HF	HF	HF
HBW											
Chierici, Anthony	Science 5 (Long Term Sub)	HBW	---------	GS	DG	--	--	--	--	--	--
Curro, Julianne	7 MATH - Olmsted	HBW	9/1/2020	GS	DG	GS	GS	GS	GS	GS	GS
Harth, Julia	5-8 STEM - Carnegie	HBW	9/1/2019	DG	GS	GS	GS	GS	GS	GS	GS
Heiser, Colleen	7 MATH - Carnegie	HBW	9/1/2017	GS	CM	DG	GS	GS	GS	GS	GS
Macagnan, David	8 Math - Olmsted	HBW	9/1/2019	GS	GS	YM	GS	GS	GS	GS	GS
Sarett, Lisa	6 MATH - Olmsted	HBW	9/1/2017	GS	YM	CM	GS	GS	GS	GS	GS
Cunningham, Chris	5 SE - Carnegie	HBW	9/1/2020	GV	DG	GV	GV	GV	GV	GV	GV
Grasso, Raquel	LSS - Carnegie	HBW	9/1/2020	GV	DG	DG	GV	GV	GV	GV	GV
Kasmin, Martine	5 SE - Olmsted	HBW	--------	YM	GV	GV	GV	GV	GV	GV	GV
McMinn, Bethany	7 SE - Carnegie	HBW	9/1/2019	DG	GV	DG	GV	GV	GV	GV	GV
Palazzo, Albert	6 SE - Olmsted	HBW		GV	YM	GV	GV	GV	GV	GV	GV
Palmer, Norma	NURSE - Olmsted	HBW	9/1/2018	RM	DG	YM	--	--	--	RM	RM
Catalano, Danielle	6 SS - Olmsted	HBW	9/1/2018	YM	SB	SB	SB	SB	SB	SB	SB
Chamma, Dara	5 ELA - Olmsted	HBW	9/1/2018	YM	SB	SB	SB	SB	SB	SB	SB
Conlon, Susan	5 ELA - Carnegie	HBW	9/1/2019	SB	DG	SB	SB	SB	SB	SB	SB
Kratzman, Phillip	8 SS - Carnegie	HBW	3/1/2019	DG	SB	SB	SB	SB	SB	SB	SB
Manning, Maggie	8 SS - Olmsted	HBW	9/1/2020	SB	YM	SB	SB	SB	SB	SB	SB
Munoz, Steven	7 ELA - Carnegie	HBW	9/1/2020	SB	SB	DG	SB	SB	SB	SB	SB
Rodzen, Yvonne	8 ELA - Carnegie	HBW	9/1/2017	SB	DG	CM	SB	SB	SB	SB	SB
VHS											
Burns, Marla	LDTC	VHS	9/1/2017	FM	FM	FM	-	-	-	FM	FM
Atkins, Jason	TED	VHS	1/5/2020	JC	GS	GS	GS	GS	GS	GS	GS
Cali, Alexander	PHYSICS	VHS	9/1/2018	JC	GS	TL	GS	GS	GS	GS	GS
DellaFortuna, Michelle	COLL ALG, ALG I, II	VHS	9/1/2020	GS	GS	JC	GS	GS	GS	GS	GS
Fineman, Corey	PHYSICS/AP ENV.	VHS	9/1/2018	TL	GS	JC	GS	GS	GS	GS	GS
Harris, Casey	BIOLOGY	VHS	9/1/2018	TL	GS	JC	GS	GS	GS	GS	GS
Scott, Nathan	CHEMISTRY	VHS	9/1/2018	GS	JC	TL	GS	GS	GS	GS	GS
Siwek, Carolina	ALG I, II	VHS	5/25/2020	GS	TL	GS	GS	GS	GS	GS	GS

Pre-Conference Form

Verona Public Schools
Office of Curriculum & Instruction

Name: _____ Date: _____

Pre-Conference Form: Formal Observation

This is the pre-conference form for the first round observations for the 2016-17 school year. Please complete questions 1 through 4 and be prepared to discuss them at the pre-conference. Thank you ☺

1. Clearly state the Daily Objective(s) and their connection to the Standards.

2. List of procedures/activities for the lesson (e.g., Warm up, Teacher led PowerPoint, think-pair share, video clip, teacher led discussion, exit card).

3. How do you know if your students have met the objective(s)?

4. Please identify at least 6 "Potential" Marzano Elements that are evident in your lesson.

Summer

What are SGOs?

SGOs

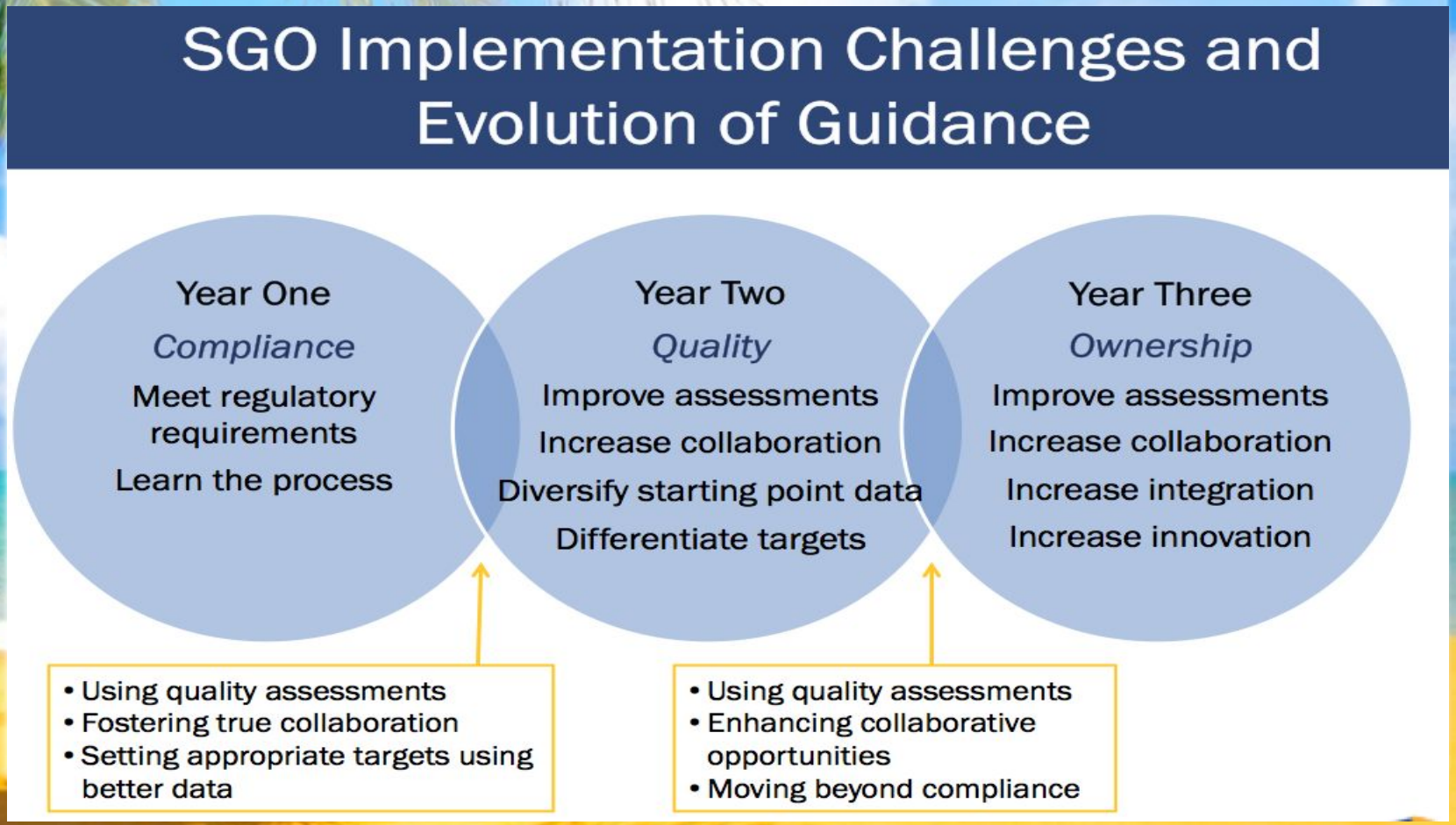
SGOs are long-term academic goals for groups of students set by teachers in consultation with their supervisors.

When functioning at the highest level, SGOs promote:

- *Reflective* and *collaborative* teaching practices;
- *Alignment* among *standards, instruction,* and *assessment*; and
- Improvements in *student learning.*

Summer

SGO Evolution



Summer

Complexity & Rigor
"Our District Goal"

Understanding Rigor (cont'd)

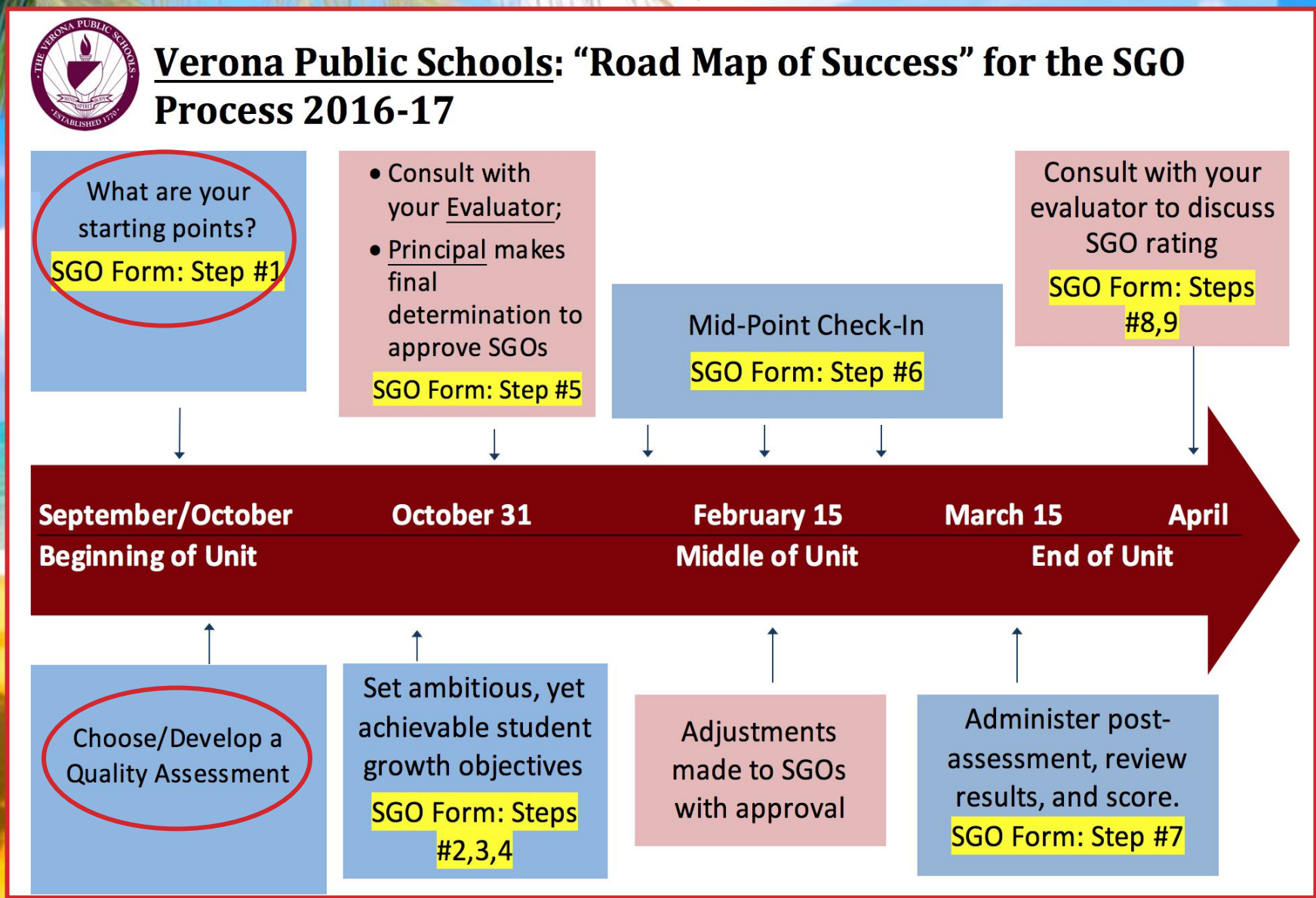
Understanding Rigor (cont'd)

Which level of the DOK wheel each activity represents and why it fits that level.

Choose two insects that you have observed and compare them.	Level 2: Basic Skills and Concepts
Name a food group.	Level 1: Recall and Reproduction
Create an in-depth character analysis, including textual and historical support for choices and perform said character.	Level 4: Extend Thinking
Identify two examples when a fork would not be the right utensil to use and explain why.	Level 3: Strategic Thinking and Reasoning

Summer

SGO "Road Map of Success"



SGO in Sheets for 2016-17

Verona Public Schools Student Growth Objectives

Name	School

Grade	Course/Subject	Number of Students	Interval of Instruction
		0	

Student Growth Objective

State simply what percentage of students in each preparedness group will meet what target in the space below, e.g. "X0% of students in each preparedness group will meet the target score by Month 15th, 2015."

1. Starting Points and Preparedness Groupings

State the type of information being used to determine starting points and summarize scores for each type by group.

Refer to VGO STUDENT DATA Worksheet

Must include Student Names (or Initials) and data collected (consider ASK scores, IOWA Scores, SAT Scores, COGAT scores, Grades in previous classes, Grades on previous assessments, etc.)

2. Student Grouping and Growth Targets

Use the table to provide more detail for each group.

Preparedness Group (e.g. Low, Medium, High)	Number of Students in Each Group	Target Score on SGO Assessment
High		
Medium		
Low		

3. Rationale for Student Growth Objective

a) Name the content standards covered and state the rationale for why these standards are being emphasized.
b) Name and briefly describe the format of the assessment method.

4. Scoring Plan

State the projected scores for each group and what percentage of students will meet this target at each attainment level.

Preparedness Group	Students in Group	Student Target Score	Teacher SGO Score Based on Percent of Students Achieving Target Score			
			Exceptional (4)	Full (3)	Partial (2)	Insufficient (1)
High						
Medium						
Low						

5. Approval of Student Growth Objective

Administrators approve scoring plan and assessment used to measure student learning.

Teacher _____ Signature _____ Date _____

Evaluator _____ Signature _____ Date _____

Principal _____ Signature _____ Date _____

Summer

Student Growth Percentiles

Calculating Student Growth Percentiles

All students can show growth.

- Student Growth Percentiles (SGPs) measure how much a student has learned from one year to the next compared to students with a similar performance history from across the state ("academic peers").

Summer

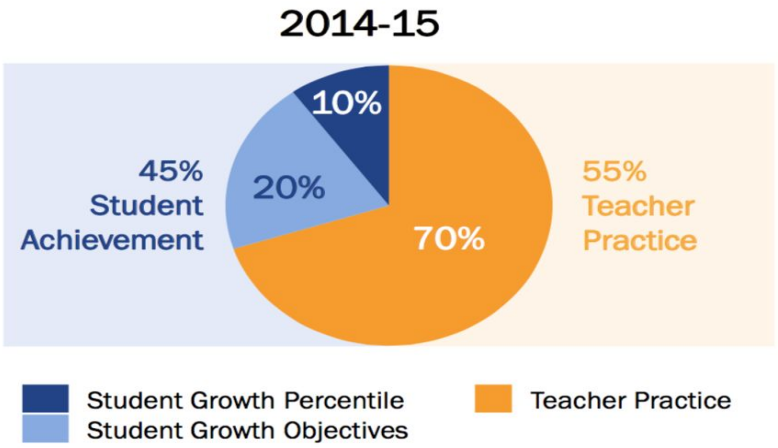
Student Growth Percentiles

mSGP Qualification and Weighting

To receive an mSGP score, teachers must:

1. Teach a 4th–8th grade Language Arts/4th-7th-grade* Math class, **and**
2. Be the teacher of record for at least 60% of the course prior to the assessment, **and**
3. Have at least 20 separate students with valid SGP scores who are enrolled in the class for at least 70% of the school year before they take the test.

- About 15-20% of New Jersey teachers will qualify



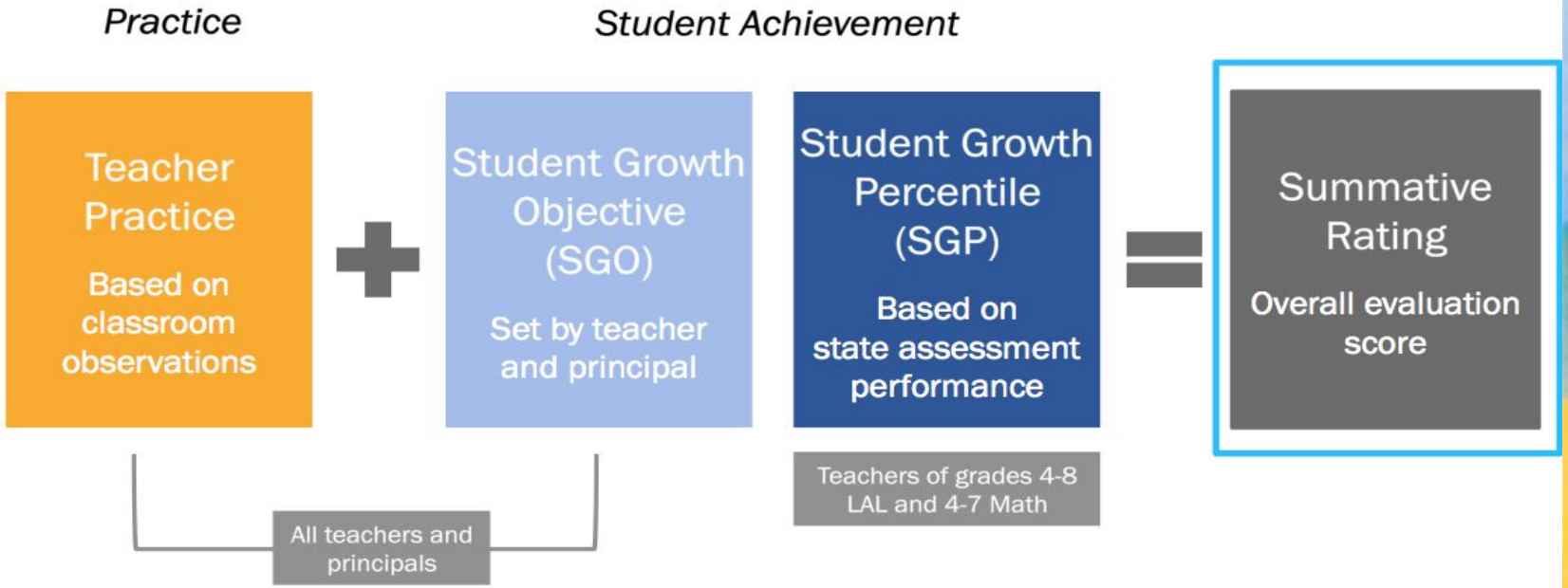
*SGP will not be calculated for 8th-grade Math for 2014-15.

Summer

Final Evaluation Calculation

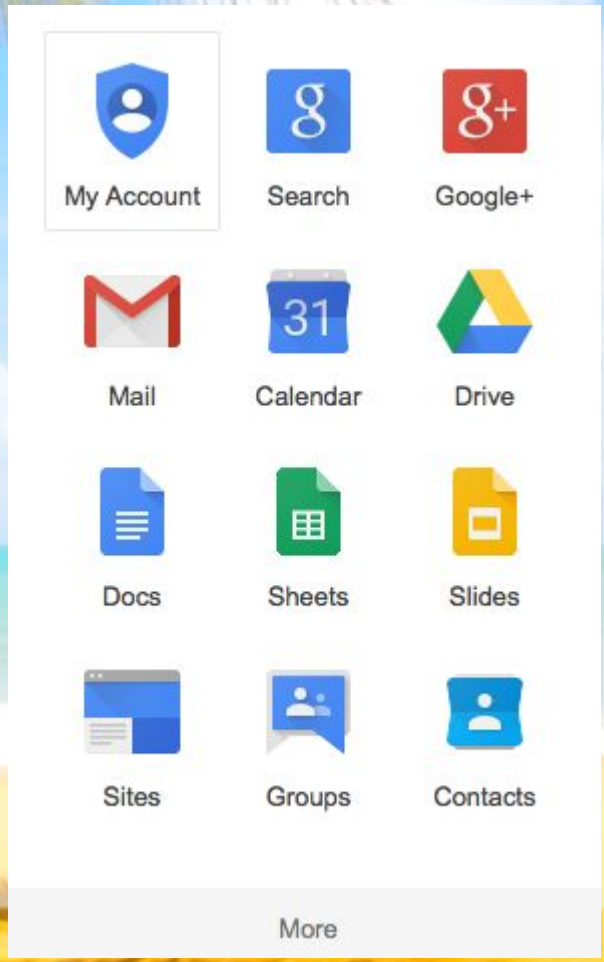
Scoring the Summative Rating

This section describes scoring for the final summative rating.



Summer

Gmail, Google Sites

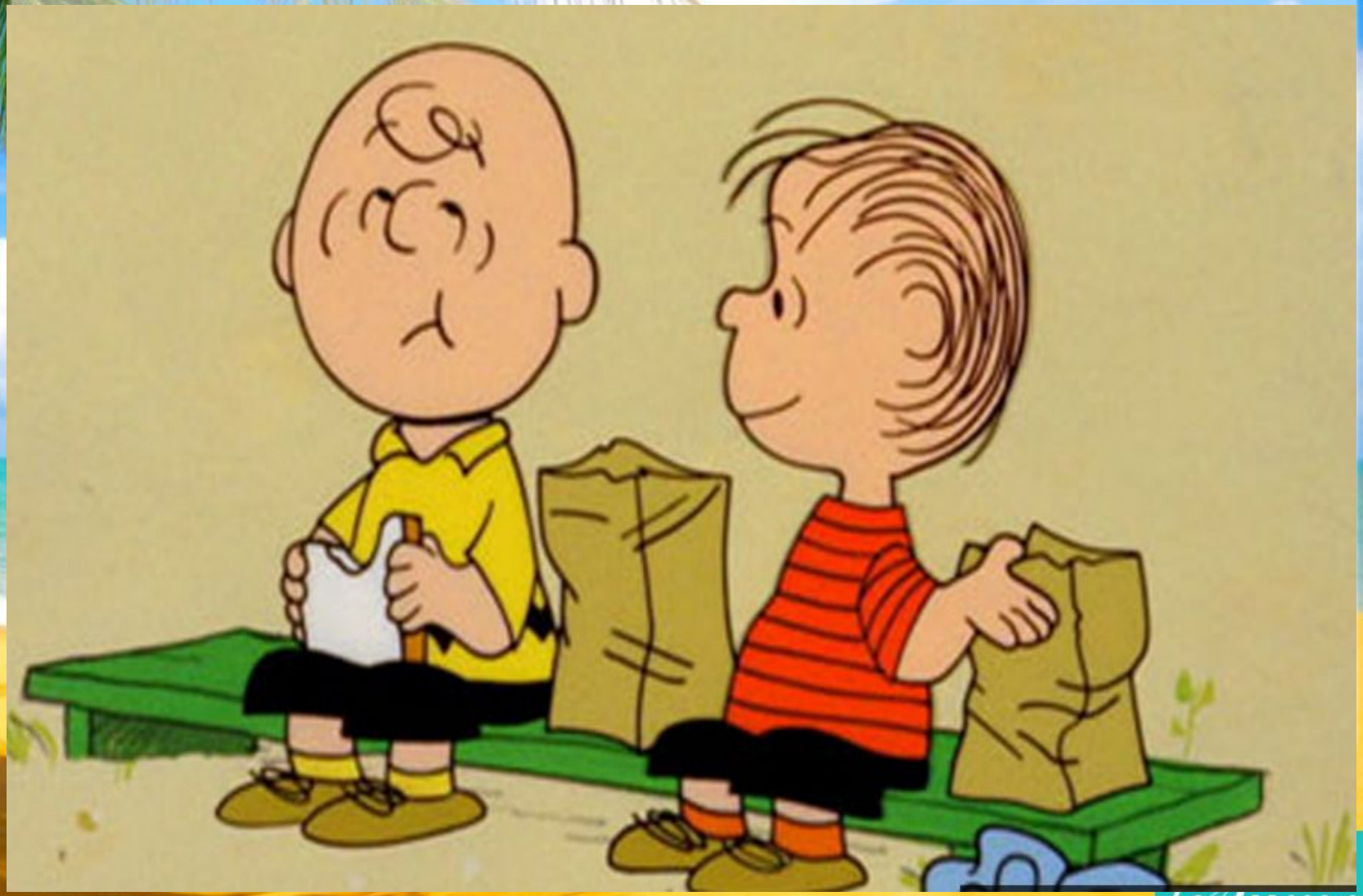


Summer

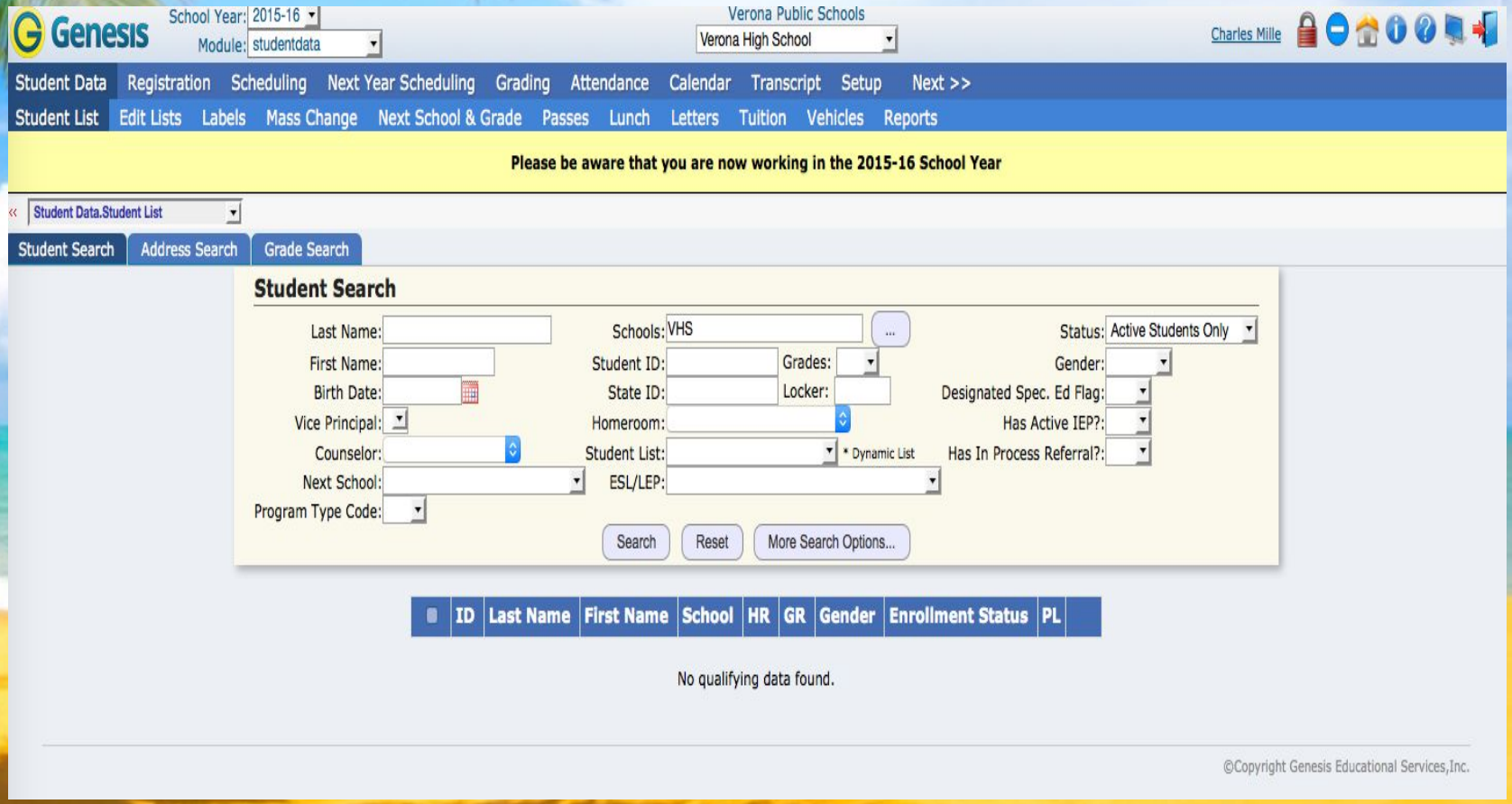
Bus Tour of Verona!

Summer

Lunch



Genesis



Summer

Are you ready for your first day?

- What does classroom management mean to you?
- What do you have planned for your first day?
- Let's look at an example or two …

GCN Online PD Training

- What does classroom management mean to you?
- What do you have planned for your first day?
- Let's look at an example or two …

Summer

New Teacher Forums: 2015-16

1. Thursday, September 17 — *Classroom Management*
2. Thursday, October 15 — *I&RS/504/IEP*
3. Thursday, November 19 — *UbD Continued...*
4. Thursday, December 10 — *Reading/Brain-Based Ideas*
5. Thursday, January 14 — *Instructional Strategies*
6. Thursday, February 11 — *Motivating Students*
7. Thursday, March 3 — *Formative v. Summative*

Thank you!
Summer