

## **Questions and Answers about the GCSD Model Teaching Plan and Documentation**

### **What is the purpose of the Model Teacher Performance form and process?**

Ongoing professional dialogue with supervisor is the goal. This documentation is a communication about practice. Formative sharing and feedback highlights the process.

### **How do I know what level I am on?**

In Spring of 2017 Mr. Johnson informed educators where they would fall in the new compensation model. If you have questions about what level you are on see your supervisor.

### **When do I fill out the Model Teacher Performance Document?**

The Model Teacher Performance Documentation form should be filled out in your summary year. Educators will need to share a completed form when they are in levels I3, D3, P3, P4, P5, P6, M3, M6, and CPI summary year.

As educators approach the Model Teacher Level, the Model Teacher Performance Documentation will need to be completed for three consecutive years (P4, P5, P6). Successful completion of these levels will allow the educator to move to the GCSD Model Teacher status.

Educators do not need to complete the Model Teacher Documentation form in supporting years.

### **How is the Model Teacher Performance Document used to determine compensation?**

Once documentation is shared with evaluators, feedback will be provided with an approval or *On Track* rating. Assuming educators are on track, the following year they will move to the next level and receive the compensation of that level.

If staff are not on track an improvement plan will be discussed and implemented to remediate deficiencies in performance. Educators in this situation will not move to the next level and stay at their current compensation. The form will be completed again the following year and if deficiencies are no longer an issue, educators will be on track and move to the next level receiving the compensation of that level.

During non-summary years educators will move to the next level of compensation plan without completing the Model Teacher Performance Document. If an educator is placed on an improvement plan during non-summary years they would need to meet the terms of that plan in order to move to next level and receive the increased compensation.

### **When should I share the Model Teacher Performance Document form?**

Documentation should be shared by the end of the summary year. Evaluators will need time to meet and discuss feedback with educator prior to the close of the school year, so it would make sense to share it prior to May.

### **Where do I find the definition of the Model Teacher Components?**

All forms and documents for the GCSD Model Teacher Plan are found on the STAFF Home/TLT Rigorous Instructional Resources page of the GCSD website.

**What should the evidence look like?**

Evidence can be listed in a variety of ways. Some examples could include;

- uploaded to a Google folder and link within form
- uploaded to the artifact file in My Learning Plan with Title of artifact listed in form
- scanned pdf files added to the documentation form following signature page
- listed as you might list evidence in a resume

If you have questions about listing evidence talk with your supervisor.

**What are the expectations for the reflection segments?**

Your reflection should define the growth you have experienced as you focus on strengthening your instructional practice. How does your practice demonstrate the components of the GCSD Model Teacher? How has your improved practice impacted student learning? How are your insights or discoveries advancing future growth of your practice?