

## DPAS II UPDATE

Happy New Year!

As we begin the second half of the 2008-2009 school year, we want to thank you for all of your efforts in assuring that the DPAS II Process for Teachers and Specialists is being successfully implemented throughout the state.

Below is confirmation of the process and procedures you should have completed or begun thus far as is outlined in the DPAS II *Guides*:

### GOAL SETTING –

- ✓ A personal, measurable goal has been set by each educator—focused on improving student achievement. Kudos to those teachers/specialists who voluntarily set more than one goal. Only one goal is required for this process, however.
- ✓ A productive conference was held to review how the teacher-developed goal(s) fit under the umbrella of the school goals and how the measurable outcomes would be determined.
- ✓ Data is now being gathered by each educator to substantiate the progress toward their goal(s).
- ✓ Teachers and specialists should monitor their goal(s) and make adjustments during the year if necessary.

### FORMATIVE OBSERVATIONS

- ✓ Rich discussions have taken place during the pre and post observation conferences.
- ✓ The Formative Feedback Form's content should simply be a verification of what was observed and then discussed at the Post Observation Conference

### PROFESSIONAL RESPONSIBILITIES REPORTING

- ✓ All forms will be completed and submitted to the evaluator no later than January 31.
- ✓ All forms can be found on the DPAS II website. <http://www.doe.k12.de.us/csa/dpasii/>

The quality of the DPAS II system relies on careful adherence to the DPAS II *Guides* in your implementation of it. Everyone is benefiting from the consistency that comes from this and we thank you for that!

Remember that the true purpose of DPAS II is enhancing skills and knowledge for all educators through professional growth, continuous improvement and quality assurance. The process has been carefully designed to fulfill that purpose, so it is essential that everyone continue to follow the process and procedures as outlined in the *Guides* and in other resources available online at <http://www.doe.k12.de.us/csa/dpasii/>.

DPAS II Information Letter  
January, 2009

DPAS II PROCESS and PROCEDURE REFRESHER SESSIONS are being offered for the educators who have already attended this training in the spring and summer. These sessions will provide additional opportunities for discussion and honing of skills of those who are trainers within their district. Administrators may also send additional staff members to expand their existing school teams of trainers.

IMPROVEMENT PLAN WORKSHOPS have been well-received and are designed for any administrator who has yet to join us for a rich conversation and to build common understandings for the improvement plan process. Teacher leaders also find these workshops beneficial.

QUESTION AND ANSWER SESSIONS within each district/charter school are being scheduled, to discuss what is going well, any issue or concern, as well as ways we can help to allow the process to continue to work smoothly.

#### TEACHERS HIRED MIDYEAR

Upon completion of the required Frameworks and DPAS II Process and Procedures training—it is up to the individual districts to make the determination as to the amount of the process that must be completed by the spring of the year these teachers/specialists were hired.

All teachers holding an Initial License must receive 2 out of 3 effective ratings in a summative evaluation in order to be issued a Continuing License. Because of this extenuating circumstance, those hired in mid-year may request an extension of this Initial License until the end of their third full year. So, it is appropriate for these mid year hires to receive their first summative evaluation at the end of their first full year.

It is highly appropriate and strongly suggested that at least one formative observation be held during their initial months of hire.

The DPAS II website includes the following resources: <http://www.doe.k12.de.us/csa/dpasii/>

- ✓ Electronic guides
- ✓ Instructional Video Downloads
- ✓ Frequently Asked Questions
- ✓ DPAS II Forms
- ✓ State Regulations

Feel free to contact.....

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