SPG Update

System of Professional Growth
2/23/15

Creating the Prototype

The joint SJUSD and SJTA committee began its work by reading and reviewing a variety of recommendations and research in the areas of evaluation and professional growth. After becoming steeped in research and recommendations, the committee solicited feedback in the form of surveys from the current 'users' of our evaluation system (one for practitioners and the other for administrators).

Based on the results of the survey and the research findings, the committee unanimously agreed that the term "evaluation" no longer fit. To more accurately capture the shared goal, they changed the name from "evaluation system" to "professional growth system" and created guiding principles for a new system.

The committee then created the SPG prototype to test various components and practices that had emerged as promising. The prototype was launched at the beginning of this 2014-2015 school year and the committee engages the participants regularly to learn from their experiences.

Our Goal

In January 2013, SJTA and SJUSD set out to create a new evaluation system that would be more meaningful and would support the improvement and deepening of instructional practice. Both external and internal research lead us to several significant shifts in the creation of a new system.

The SPG Prototype Process

Who:
Approximately 90 participants (administrators and practitioners) from over 31 sites representing ECE through high school.

What:
The participants are testing various components of the prototype and providing feedback to the joint committee.

Why:
The purpose of prototyping is to learn 'what's working' and 'what's not' so adjustments can be made before a pilot is launched in the 2015-2016 school year.

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Work in Progress