

## SUPERVISION AND EVALUATION SERIES: Skills, Systems, & Strategies that Fuel Growth

For NEW & seasoned evaluators who want to utilize the powerful lever of supervision and evaluation for improving practice, building culture, and creating change.



### PROGRAM OPTIONS

#### Choose what works for you!

##### FOUNDATIONS: 17.5 hours; \$1250

- Aug.24 (full), Sept.14 (full), Dec.15 (half)
- Oct. TBD (2 hour remote)
- plus 30 mins 1:1 coaching

##### FOUNDATIONS PLUS: 25 hours; \$1650

- Aug.24 (full), Sept.14 (full), Dec.15 (half), Feb.9 (half), Apr.13 (half)
- Oct. & Jan. TBD (2 x 2 hour remote)
- plus 60 mins 1:1 coaching

**Location:** Foxboro

### MEET YOUR INSTRUCTORS:

#### Dave Castelline & Holli Caulfield

Dave and Holli each have decades of experience as principals, supervising staff, dedicated their careers to improving school culture and developing a deep understanding of the challenges for all aspects of leadership. Dave has directed the ELI Principal program and Holli is a Milken Award recipient. [Learn more about Dave and Holli at https://www.athenak12.com/our-team](https://www.athenak12.com/our-team)



*The instructor provided "real world" advice (to new evaluators) and highlighted the importance of establishing a strong culture providing honest feedback to teachers.*

*Leadership team members feel more competent and have a better understanding of observations, goal setting and post observation meetings.*

*I have developed an effective way to create meaningful dialogue and a way for all educators to continue to grow.*

Contact us to bring this program to your team in-district.

### OVERVIEW

Educator supervision and evaluation is a powerful lever for improving practice, building culture, and creating change in a school or district. Through a series of interactive class sessions, role plays, peer feedback/coaching, we will increase the capacity of leaders to be effective in their role as evaluators.

### DEVELOP

- An understanding of effective teaching and a personal philosophy & approach to supervising & evaluating teachers
- A system for strengthening school culture as it relates to supervision
- Practical skills in providing effective supervision that encourages self-reflection

### LEARN ABOUT

#### SMART GOALS & EDUCATOR PLANS

- Understand the components of effective SMART goals and Educator plans
- Develop strategies to respond to goals & plans that need revision

#### UNANNOUNCED OBSERVATIONS

- Learn to manage the observation process
- Develop strategies for prioritizing observations & conversations
- Increase skills in focusing on the critical aspects of classroom observation in order to have the greatest impact on teaching and learning

#### FORMATIVE & SUMMATIVE EVALUATION

- Assess educator progress towards attaining goals set forth in the Educator Plan and performance on Standards
- Analyze evidence of performance on Standards and goal attainment to arrive at a rating on each Standard and overall

#### COMMUNICATION & FEEDBACK

- Develop activities that build trust and enthusiasm for frequent feedback and conversations based on classroom observations
- Develop and sharpen the skills required to provide effective written and oral feedback to teachers following an unannounced observation
- Deepen professional conversations with teachers to strengthen collaboration, develop a reflective culture, and help educators grow through the observation process
- Develop skills to engage in difficult conversations

#### USING AI RESPONSIBLY AND EFFECTIVELY IN SUPERVISION AND EVALUATION