

AISD REACH: Innovations

Joann Taylor - Austin Independent School District



AISD REACH Overview

- ✧ Student Growth
 - ✧ Student Learning Objectives
 - ✧ Campus-wide Award

- ✧ Professional Growth
 - ✧ Professional Development Units
 - ✧ Mentoring



AISS REACH Overview

- ✧ Leadership Pathways

 - ✧ Mentors

 - ✧ SLO Facilitators

 - ✧ PDU Facilitators

- ✧ Evaluation

- ✧ Hard to Staff, Recruitment, and Retention



Student Learning Objectives

- ✧ Content
 - ✧ Two Objectives – Individual and Team
 - ✧ Based on data and Campus Improvement Plan
 - ✧ Targets of student growth
 - ✧ Collaborative

- ✧ Rationale
 - ✧ Empower Teachers
 - ✧ Align Campus and District Expectations



Student Learning Objectives

- ✧ **Process**
 - ✧ **Needs Assessment**
 - ✧ **Learning Content**
 - ✧ **Learning Objective**
 - ✧ **Assessment**
 - ✧ **Growth Target**
 - ✧ **Approval and Rating**
 - ✧ **End of year audit**



Successes and Challenges

- ✧ Campus Based Training for Teachers and Principals
- ✧ Inclusion of All Teachers
- ✧ Teacher's Professional Growth
- ✧ Reflective Practice

- ✧ Limited assessment tools
- ✧ Data and collection systems
- ✧ Embedding practice into campus culture
- ✧ Common assessment versus teacher developed assessment





Thank You.

Evaluating  Rewarding
EDUCATOR EFFECTIVENESS

Navigating the Evolving Landscape

NATIONAL CENTER ON
Performance Incentives

Battelle *for Kids*
Bringing clarity to school improvement