

# KEY MESSAGES

## TOPLINE MESSAGES

The South Carolina Department of Education (SCDE) is committed to supporting the implementation of the new *South Carolina Teaching Standards 4.0* in every district. A two-year implementation timeline will allow the SCDE to partner with districts and principals to ensure that teachers are appropriately supported during this transition.

The South Carolina Department of Education is taking a **thoughtful** and **inclusive** approach to the implementation of our new teacher evaluation system, Expanded ADEPT.

We recognize a need and desire from districts for us to define teacher effectiveness with common language and practices that are proven to grow teachers. We are also firm believers in **district flexibility**.

To prepare our **students** to be **college and career ready**, we need teachers who are **effective** and **well supported**. We believe the new evaluation system will help us reach these goals.

Working with educators across the state and other partners, we developed a new evaluation system that is meaningful to educators and thoughtfully designed to support their professional growth at every stage of their career.

## TEACHER-FOCUSED SUPPORT MESSAGES

One of the advantages of the new system is its holistic approach. It allows us to provide more frequent, robust and objective feedback to teachers and administrators that incorporates multiple indicators of success – not simply student test results.

This approach gives educators the guidance they need to be more effective while also promoting professional growth and development.

The ADEPT system is designed as a tool to assess instruction as well as improve it. Our goal is to provide students in South Carolina with a high quality education led by effective educators. Evaluations are a mechanism to help us accomplish that.

## RUBRIC MESSAGES

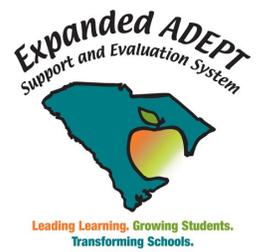
A new rubric was selected as part of the Expanded ADEPT Support and Evaluation System. The initiative was led by the Department of Education and an advisory group made up of educators across the state.

The new *South Carolina Teaching Standards 4.0* rubric will better support educators with specific feedback related to professional practice.

This tool is designed to assess a teacher's professional practice and is comprised of four domains: Instruction, Environment, Planning and Professionalism – each with indicators and specific descriptors that differentiate levels of performance.

The new evaluation model is meaningful and aligned to professional growth and development. It is also being implemented in a thorough and thoughtful way. It will measure student growth based on student learning objectives (SLOs) which are designed and assessed at the local level using locally determined metrics.

The new rubric is aligned to the Profile of the South Carolina Graduate. It is also research-based and leads to instruction that raises performance. Further, it supports districts in effective instructional leadership – making it easier to focus on professional development with common language and practices for observation.



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## TRANSITION PHASE MESSAGES

Teachers in the state will continue to be evaluated under the SAFE-T model or another SCDE approved alternative instrument during the transition phase to *South Carolina Teaching Standards 4.0*.

During the 2016-17 school year, the SCDE is working with educators across the state to train and certify evaluators on the new system and educate teachers, administrators and Institutions of Higher Education on the new model.

Before evaluators can perform observations, they must successfully complete a training program that culminates in a performance-based certification assessment. This action builds consistency of implementation across classrooms and schools.

Evaluators will continue to train during the 2017-18 school year, with full adoption occurring statewide during the 2018-19 school year.

The changes in the educator evaluation system push us to build stronger teachers and is the right approach for educators in our state.

We're excited about the future of education in South Carolina.

## TEACHER MESSAGES

We understand that this seems like an enormous undertaking for the entire state. For this reason, we have allowed two years for implementation.

During the transition period, people in every district throughout the state will be trained on how to implement *South Carolina Teaching Standards 4.0* in their district.

Before evaluators can perform observations, they must successfully complete a training program that culminates in a performance-based certification assessment. This action builds consistency of implementation across classrooms and schools.

District teams are training together, further promoting consistency in the use of the new teaching standards.