

RSU 57

District Supervision Plan

The RSU 57 District Supervision Plan is based on Robert Marzano's "The Art and Science of Teaching" Model which defines quality instruction. The areas of supervision are based on Marzano's Four Domains:

1. Classroom Strategies and Behaviors
2. *Planning and Preparing
3. *Reflecting on Teaching
4. *Collegiality and Professionalism

***These are a given in good preparation to be able to instruct well!**

1. The 10 Design Questions, nine of which focus on Domain One, are RSU 57's guide to "Best Practice" instruction.
2. Instructional Supervision, evaluation of instruction is concentrated in Domain One with teaching staff implementing what RSU 57 calls "The Mechanics of Teaching" under "Classroom Strategies and Behaviors."
3. Domain One "Classroom Strategies and Behaviors" is divided into three segments, which will be implemented over the next three years in RSU 57 as follows:
 - a. **"Routine Events" Segment (2011-2012)**
 - b. "Content" Segment (2013-2014)
 - c. "Enacted on the Spot" Segment (2012-2013)
4. RSU 57 District Goal: 100% of students will achieve proficiency on district benchmarks.
5. Action steps will now take the place of individual teacher and department goals.
6. Teachers and schools will support the RSU 57 District Goal by completing yearly action steps that will be broken down into three focus categories:
 - a. School-wide
 - b. Grade level, team, or department
 - c. Individual teachers based on self-assessment
7. Under each of the above "Marzano Segments" there are a number of Lesson Segments. These will be divided (determined at the building level), between school, grade level, Team, department and individual teacher focus areas through the use of action steps supporting each Lesson Segment.
8. Teachers will self-assess in a Segment Area each year ("Routine Events" for 2011-2012), using the **RSU 57 "Routine Events" Self-Assessment, Mechanics of Teaching Form** before writing their action steps.

9. Administration will use the **RSU 57 “Routine Events” Observation Form, Mechanics of Teaching** during the 2011-2012 School Year.
10. In 2011-2012, all teachers will be observed on ALL Lesson Segments under “Routine Events” unless the building administrator and teacher come to agreement that the teacher is at applying and/or innovating in all of this area’s Lesson Segments. Based on observation and/ or discussion between administration and the teacher, each building administrator reserves the right to mandate action steps to remediate identified areas of concern and/or deficiency.
11. Teachers, grade levels, teams and departments will use the **RSU 57 “Smart Action Steps” PDCA Form** to create their action steps by October 30th in preparation for their Action Step Conference.
12. To show progress at the end of the year, staff will provide evidence that will measure growth on the Action Steps that support the Lesson Segments under “Routine Events.” Examples of evidence may include, but are not limited to the following: peer observation, videotape of lesson, student survey results, documents created, student test scores, etc.
13. Success will be measured using the “Routine Events” Rubrics. The expectation is that staff will move at least to the next level of proficiency.
14. Staff who demonstrate advanced proficiency using the “Routine Events” Rubrics will move into the next Supervision Segment, “Enacted on the Spot”.
15. Administration will use any combination of the following to check in with teaching staff: walkthroughs, RSU 57 Observation Form, Action Step Review meetings or discussion with students.
16. By the end of year, an Action Step/Reflection Conference will be held to discuss evidence collected and level of proficiency. The conference will include the following four parts:
 - a. Teacher written reflection (PDCA Form)
 - b. Teacher providing evidence based on reflection
 - c. “Check and Adjust” if necessary.
 - d. Summative Evaluation Rubric