

GEORGIA LEADS

Leader and Educator Acceleration and Development System



PILOT OVERVIEW

The Georgia Department of Education (GaDOE)'s new teacher evaluation pilot system emphasizes **teacher growth and elevates the educational profession**. The pilot program features a comprehensive system that informs effective instructional practices, promotes personalized professional development, and offers teacher leadership pathways. The Georgia Leadership and Educator Acceleration and Development System (GaLEADS) allows teachers to improve their craft, share strengths, and be recognized for contributions to the profession and impact.

GaLEADS introduces a new approach to developing teachers at the classroom, school, and district levels and is one of several steps the Department is taking to respond to the needs identified by the 2022 Teacher Burnout Task Force. In addition to the Georgia Public Education Employee Assistance Program designed to address teacher wellbeing, the GaLEADS teacher evaluation pilot will give Georgia's teachers more autonomy over their own professional growth and development, while giving them the resources to succeed in the teaching profession at every stage in their career.

WHAT IS GaLEADS?

GaLEADS is designed to be a teacher evaluation system that values and elevates educators, instead of devaluing them – with the ultimate goal of supporting student success. It will provide clear, personalized paths with supports, expectations, and opportunities every step of the way for teachers to grow as professionals – from beginning teacher to teacher leader.

GaLEADS is a new system that promotes teacher growth and informs effective professional practices. GaLEADS is a comprehensive system that allows teachers to improve their craft and share strengths that may not be quantifiable under TKES.



WHAT ARE THE KEY COMPONENTS OF GaLEADS?

- 1** Targeted Performance Standards: Teachers meet Targeted Performance Standards that are personalized to their level of experience. Specific performance indicators inform specific feedback, professional growth goals, and opportunities for recognition.
- 2** Indicators of Student Growth, Achievement, and Development: Districts use customized indicators to reflect student growth and achievement in specific content areas, whole school accomplishments, and student development in non-academic areas. This will help ensure the GaLEADS evaluation metrics are better aligned to local needs.
- 3** Professional Growth and Advancement: Locally developed frameworks support teacher induction experiences, competency-based professional learning experiences, and teacher leadership or career advancement pathways.

In addition to these evaluation components, teachers will also receive continuous feedback on their performance throughout the school year – a key feature of GaLEADS.

The evaluation year will end with a summative evaluation conference where evaluators support teachers in building their own professional development roadmaps. Teachers should leave this conference with a clear direction of how to achieve their future career goals.

WHY SHOULD DISTRICTS APPLY TO PILOT GaLEADS?

At its core, GaLEADS will give Georgia's teachers more autonomy over their own professional growth and development, while giving them the resources to succeed in the teaching profession. The GaLEADS pilot program affords districts the opportunity to both reinvent Georgia's teacher evaluation system and lift up the successes of their staff that may not have been evident under TKES.

In addition to the opportunity to make a tangible impact on improving Georgia's teacher evaluation system, pilot districts will be awarded additional funding to provide supplements for teacher and leader pilot participation, leadership development, and the implementation or expansion of local teacher recruitment and retention initiatives. GaDOE staff will work directly with schools and districts to implement the pilot system and develop strong practices in teacher recruitment and retention. As members of the pilot cohort, districts will have the opportunity to collaborate and share lessons learned.



WHAT TO EXPECT IF SELECTED AS A PILOT DISTRICT?

Districts will identify a representative to be the GaLEADS Pilot Coordinator. The pilot coordinator will have district-based duties such as managing pilot program requirements, coordinating professional learning sessions, communicating with school and district leaders about the pilot's success, and sharing data and recommendations.

Districts will also participate in:

- > GaLEADS pilot orientation and credentialing
- > Pilot advisory team to share best practices across participating districts
- > Participant survey administration
- > Participant stipend administration

Pilot districts will not be expected to administer both systems as GaLEADS satisfies all state requirements for teacher evaluation. In addition,

pilot participants will not be required to complete evaluation reporting through the SLDS platform for participating teachers. This significantly reduces time for participating leaders and teachers.

HOW CAN DISTRICTS APPLY TO GaLEADS

LEAs may submit an application by completing the link [here](#). Application submissions are due by Sept. 30, 2022. The pilot will include up to a dozen school districts representing urban, suburban, and rural communities selected to participate this fall, with the pilot taking place during the 2023-2024 school year. Applications will be considered based on participation readiness indicators and investment in professional growth.

WHAT IS THE TIMELINE FOR THE PILOT?

