

# Mississippi Educator and Administrator Professional Growth System (PGS)

## WEBINAR

Thursday, February 21, 2019



**Division of Educator Effectiveness  
and Talent Acquisition**

## VISION

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To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

## MISSION

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To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

1. All Students Proficient and Showing Growth in All Assessed Areas
2. Every Student Graduates from High School and Is Ready for College and Career
3. Every Child Has Access to a High-Quality Early Childhood Program
- 4. Every School Has Effective Teachers and Leaders**
5. Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes
6. Every School and District Is Rated “C” or Higher

# 2017-2018 PGS Submission Results

GROUPED RATINGS (Mississippi Teachers)			
4.0-3.0 Effective	2.99-2.0	1.99-1.0	<1.0
<b>18,881</b>	5,524	369	20
<b>N=24,794</b>			

GROUPED RATINGS (Mississippi Administrators)			
4.0-3.0 Effective	2.99-2.0	1.99-1.0	<1.0
<b>654</b>	320	13	0
<b>N=987</b>			

# 2017-2018 PGS Submission Data

# Districts Submitted Both Teachers & Admins	# Districts Submitted Teachers Only	# Districts Submitted Admins Only	# Districts Didn't Submit	**# Districts w/No Folders in SPoint
65 (41.7%)	29 (18.6%)	6 (3.8%)	49 (31.4%)	7 (4.5%)
<b>N=156</b>				
<b>**Districts not having folders available may indicate consolidation</b>				

# PGS Accreditation Standard Update

**3.** The school district implements an annual, formal personnel appraisal system for licensed staff that includes assessment of employee on-the-job performance. (Miss. Code Ann. § 37-3-46(b))

3.1 Superintendent Evaluation using the assessment benchmarks established by the Mississippi School Boards Association (MSBA) and consistent with assessment components defined in Miss. Code Ann. § 37-7-301.

3.2 Principal and Assistant Principal Effectiveness using the Professional Growth System (PGS) for Administrators.

3.3 Teacher Effectiveness using the Professional Growth System (PGS) for Teachers.

3.4 Counselor Effectiveness using the Professional Growth System (PGS) for Counselors.

3.5 Annual employee performance data shall be submitted to the MDE following the guidelines in the MDE Educator and Administrator Professional Growth System Guidelines. Districts shall adhere to revision dates as determined by the MDE and implement only the current version.

3.6 Administrators who rate school-level administrators, counselors, librarians, and teachers, and teacher-observers shall complete an MDE-approved Professional Growth System (PGS) training.

3.7 Other, non-licensed, district staff evaluations as determined by local school board policy.

# Verification

Verification/evidence is needed to indicate that the observer has attended at least one MDE-approved PGS training.



https://mdek12.org/OTL/OTC/professional-growth-system

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## Mississippi Educator and Administrator Professional Growth System

The Mississippi Educator and Administrator Professional Growth System (PGS) is designed to improve student achievement by providing teachers and administrators with feedback to inform continuous improvement.

- [PGS Teacher Growth Rubric Guidebook 2018-2019](#)
- [PGS Administrator Growth Rubric](#)
- [Additional Educator Growth Rubrics](#)
- [Suggested Implementation Timeline](#)
- [Examples of Evidence-Teacher Growth Rubric](#)
- [Deep Dive Principal Observer Training](#)
- [Deep Dive Teacher Observer Training](#)

### Forms

- [Teacher Growth Rubric Observation Evidence Sorting Form Option A](#)
- [Teacher Growth Rubric Observation Evidence Sorting Form Option B](#)
- [Teacher Growth Rubric Selected Scripting Form](#)
- [Teacher Growth Rubric Summative Observation Rating Form](#)
- [Administrators Evidence Collection Sheet](#)

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### Educator Effectiveness

601-359-3631

Staff

### Services

[Mentoring and Induction](#)

[Mississippi Educator and Administrator Professional Growth System](#)

[Recognition Programs](#)

### Links

[2018 Elevate Teachers Conference Presentations](#)

[Benefits and Incentives](#)

[Certification and Licensure](#)

[Educator Preparation Providers](#)

[ELMS Log On](#)

[National Board Certification](#)

[Professional Growth System](#)

[Recognition](#)

[Scholarships and Loan Forgiveness](#)

[State Plan to Ensure Equitable](#)

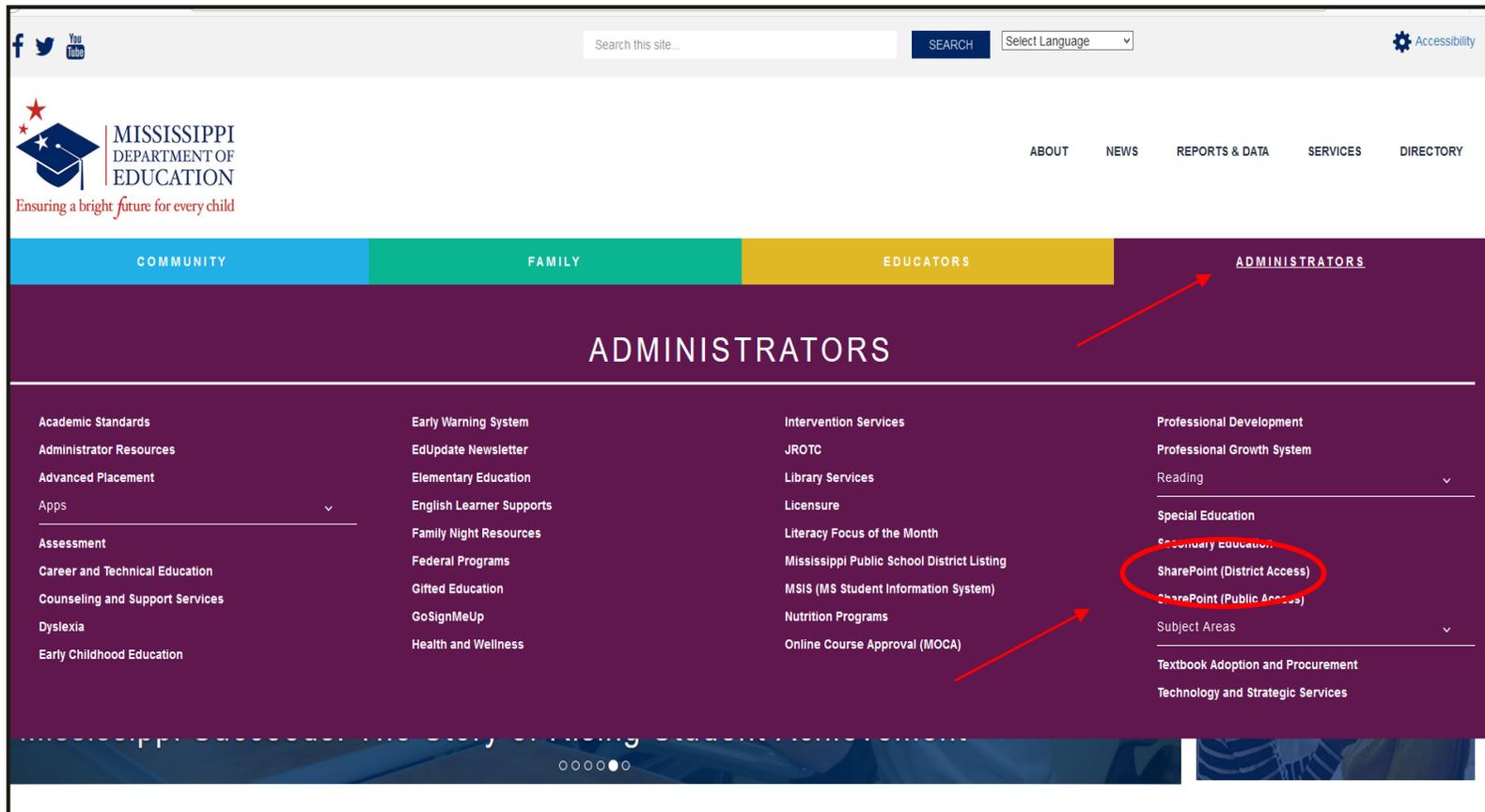
<https://mdek12.org/OTL/OTC/professional-growth-system>

# Upcoming PGS Trainings

Upcoming PGS Trainings
March 19 <sup>th</sup> – Teacher Observation Training Audience: Teacher Observers Location: Ewing Hall, Delta State University
March 19 <sup>th</sup> – Administrator/Principal Observation Training Audience: Observers of Principals Location: Cleveland Alumni House, Delta State University
March 20 <sup>th</sup> – High Quality Feedback Training Audience: Principal & Teacher Observers Location: Cleveland Alumni House, Delta State University
March 25 <sup>th</sup> – Teacher Observation Training Audience: Teacher Observers Location: Oxford, Insight Park (Ole Miss)
March 26 <sup>th</sup> – Calibration Training Audience: All Observers Location: Oxford, Insight Park (Ole Miss)

# Score Submission: 2018-2019

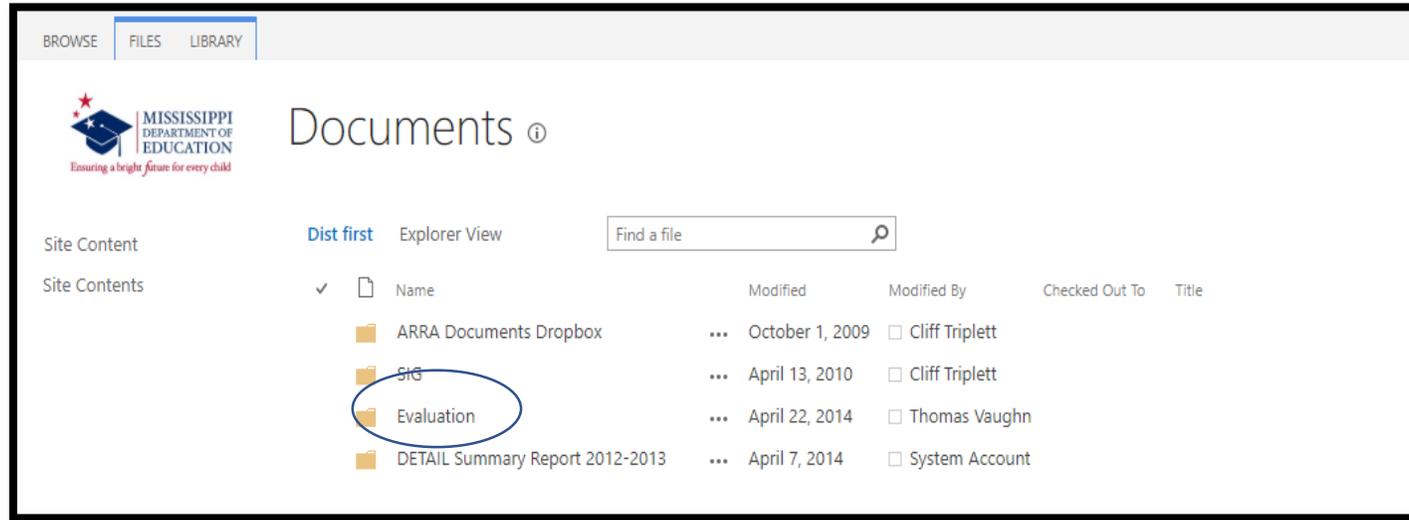
**Note: All scores must be submitted by June 30<sup>th</sup> of each year**



**Note:** Only superintendents will have access to the PGS Folders in Sharepoint. If you need assistance logging in and/or locating your folders, please contact OTSS at 601-359-3487 or submit a help desk ticket to [mdenet@mdek12.org](mailto:mdenet@mdek12.org)

# Sharepoint PGS Files: 2019

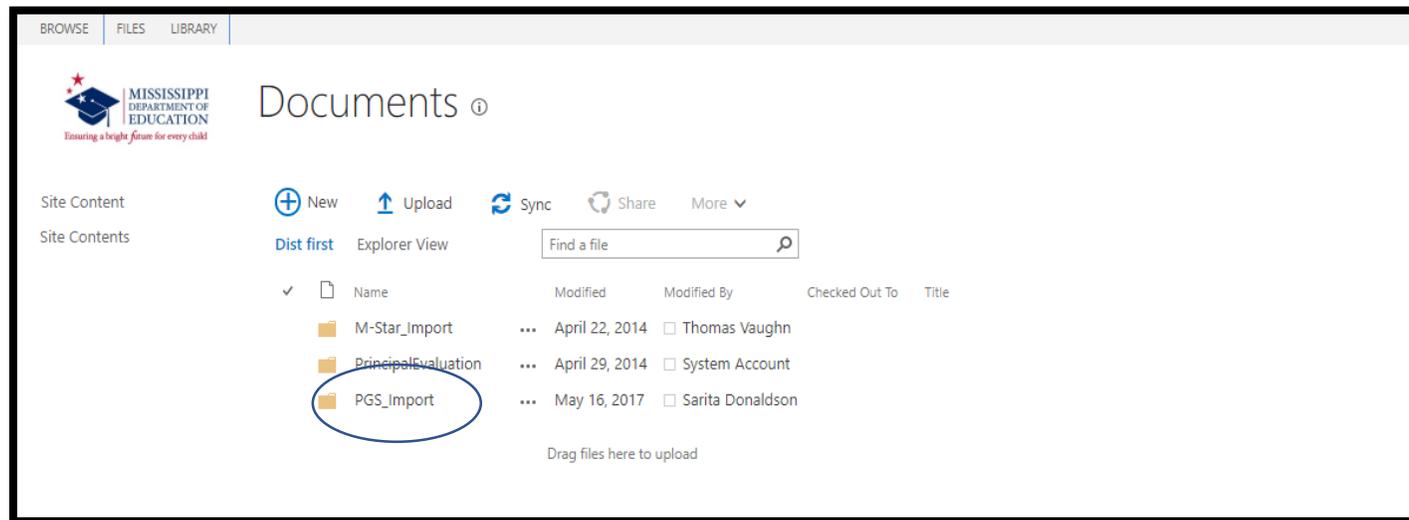
## STEP 1



The screenshot shows the SharePoint interface for the 'Documents' library. The top navigation bar includes 'BROWSE', 'FILES', and 'LIBRARY'. The left sidebar shows 'Site Content' and 'Site Contents'. The main area displays a list of folders with columns for Name, Modified, Modified By, Checked Out To, and Title. The 'Evaluation' folder is circled in blue.

Name	Modified	Modified By	Checked Out To	Title
ARRA Documents Dropbox	October 1, 2009	Cliff Triplett		
StG	April 13, 2010	Cliff Triplett		
<b>Evaluation</b>	April 22, 2014	Thomas Vaughn		
DETAIL Summary Report 2012-2013	April 7, 2014	System Account		

## STEP 2

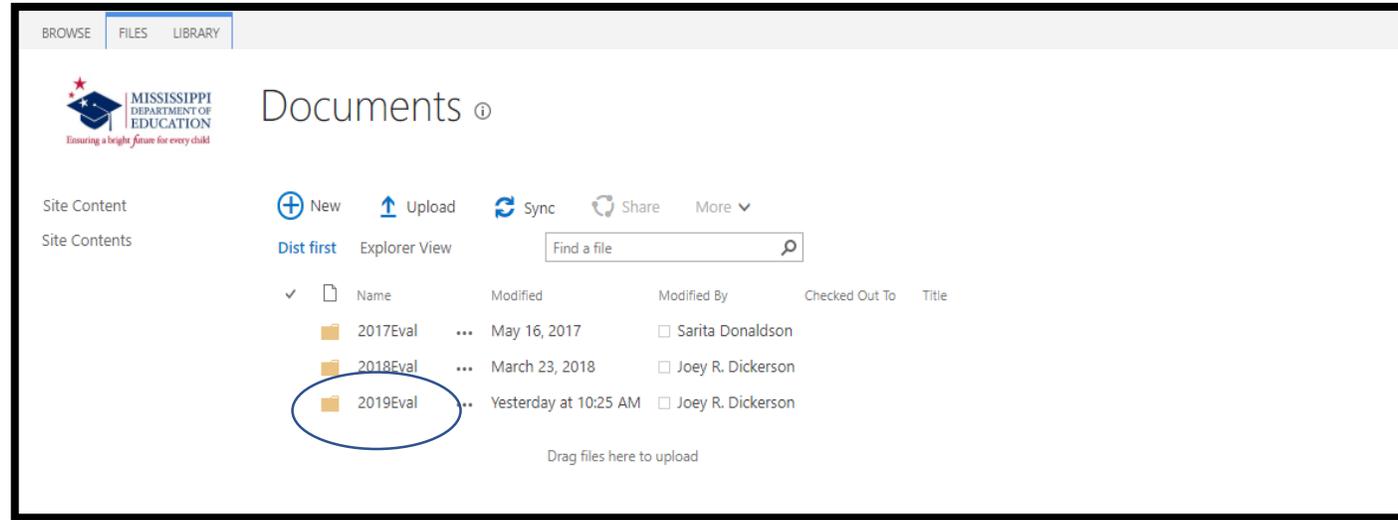


The screenshot shows the SharePoint interface for the 'Documents' library. The top navigation bar includes 'BROWSE', 'FILES', and 'LIBRARY'. The left sidebar shows 'Site Content' and 'Site Contents'. The main area displays a list of folders with columns for Name, Modified, Modified By, Checked Out To, and Title. The 'PGS\_Import' folder is circled in blue.

Name	Modified	Modified By	Checked Out To	Title
M-Star_Import	April 22, 2014	Thomas Vaughn		
PrincipalEvaluation	April 29, 2014	System Account		
<b>PGS_Import</b>	May 16, 2017	Sarita Donaldson		

# Sharepoint PGS Files: 2019

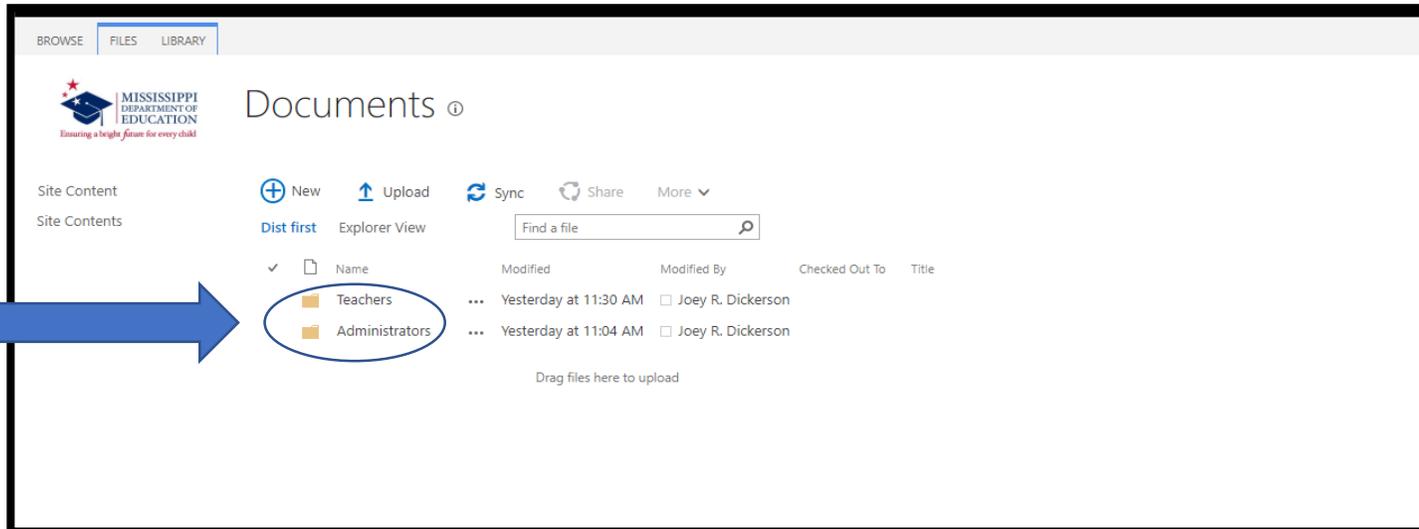
## STEP 3



SharePoint interface showing the 'Documents' library. The '2019Eval' folder is circled in blue.

Name	Modified	Modified By	Checked Out To	Title
2017Eval	May 16, 2017	Sarita Donaldson		
2018Eval	March 23, 2018	Joey R. Dickerson		
2019Eval	Yesterday at 10:25 AM	Joey R. Dickerson		

## STEP 4



SharePoint interface showing the 'Documents' library. The 'Teachers' and 'Administrators' folders are circled in blue. A blue arrow points from the text 'Prepopulated Excel Spreadsheets' to these folders.

Name	Modified	Modified By	Checked Out To	Title
Teachers	Yesterday at 11:30 AM	Joey R. Dickerson		
Administrators	Yesterday at 11:04 AM	Joey R. Dickerson		

Prepopulated Excel  
Spreadsheets

# Questions from attendees



MISSISSIPPI  
DEPARTMENT OF  
EDUCATION

Ensuring a bright *future* for every child

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## Contact Information

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