




## Results

- Stronger Evangelization of OUR Catholic Faith
- Common Diocesan Teacher Growth Model
- Unified Language
- Empowered Teachers to implement best practices and intervention strategies in their classrooms
- Created a culture based on data driven decisions
- Teachers are responsible for their OWN growth and development
- Exploring options for Merit Award System




The Mission of Catholic Schools in the Catholic Diocese of Saginaw is to form disciples of Jesus Christ in partnership with the family and the whole Church.

Catholic  Schools immerse each student in a unique Christ-centered environment for the purpose of developing the whole person to live the Gospel.

### Diocese of Saginaw Catholic Schools

- Nouvel Central Catholic High School
- All Saints High School
- Sacred Heart Academy
- Our Lady of Lake Huron
- St. Elizabeth Catholic School
- St. John the Evangelists Catholic School
- Holy Trinity Catholic School
- St. James School
- Auburn Area Catholic School
- St. Brigid of Kildare Catholic School
- Blessed Sacrament Catholic School
- St. Cecilia Catholic School
- St. Joseph the Worker Catholic School
- St. Mary Catholic School
- St. Thomas Aquinas
- St. Stephen Catholic School
- St. Michael's Catholic School

OUR Faith  
OUR Kids  
OUR Mission



## Diocese of Saginaw Teacher Growth Model

**Mary Ann Deschaine, Ed.S.**  
Superintendent of Catholic Schools

2012-2013  
Van Lunen Fellowship  
Consultant: Mona Faulkner



## Why a Teacher Growth Model for the Diocese of Saginaw?

- Educational Leaders in the Diocese of Saginaw asked for an unified, data driven tool to assist teachers in improving their spiritual growth as well as student academic performance.
- Needed a common language
- Needed a common metric to make data driven decisions
- Staff Mobility
- Staff Accountability
- Principal Accountability
- We decided that “good” wasn’t good enough. We needed to raise the standards for ourselves and students: spiritually and academically

## Process

- Educational Leaders gather samples of existing Teacher Growth Models
- Educational Leaders evaluated samples: Robert Marzano, Charlotte Danielson, existing Catholic Teacher Growth metrics
- Recommendation of Committee: Charlotte Danielson’s Teacher Evaluation Model and hybrid Religious Education Rubric
- Reviewed and revised based upon input from ALL Educational Leaders
- Final approval by the Most Rev. Joseph R. Cistone, Bishop of Saginaw
- Implementation of Teacher Growth Model 2012-13 School Year
- Review and revisions to Teacher Growth Model for the 2013-14 school year based upon teacher and Educational Leaders’ feedback

## Supporting Professional Development

- Educational Leaders and Teaching Staff provided support on current best practices: what an engaged classrooms look like, *3 Minute Walk-throughs, Having Difficult Conversations, Common Core Standards*
- June 2012 Diocese Professional Development Day: Introduction of Teacher Growth Model to staff
- August 2012 Beginning of School Year Professional Development Day: Implementation of Teacher Growth Model
- Educational Leaders and Teachers provided Charlotte Danielson’s *Enhancing Professional Practice, A Framework for Teaching*
- *Building level Professional Learning Communities and book studies*
- 2013-14 Professional Development
  - Individual Spiritual Growth
  - Using Data to drive instruction

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