

APRIL 16, 2015

## Teacher of the Year program to align with TEI results

Dear Staff,

Thank you for your tireless effort and dedication in helping our students succeed this school year. It continues to be a privilege to observe effective teaching in action during visits to schools. It only reaffirms my belief that the Teacher Excellence Initiative is the right way to recognize and reward teachers in our classrooms for their overall effectiveness. I also believe, as do many of you from whom I have heard, that TEI represents a positive step forward for the teaching profession as it will help define and reward excellence.

As a result of the transition to the Teacher Excellence Initiative, the Teacher of the Year selection and announcement process is being adjusted to align and coincide with the teacher effectiveness results. The new process will allow the district to recognize significantly more teachers at each campus for their efforts to go the extra mile on behalf of their students. Similar to our Distinguished Teacher Review (DTR) process, it will take into account just how much our teachers do outside of the classroom to help our students and colleagues every day.

Since TEI results will not be available until September, it would be premature to have a Teacher of the Year recognition this spring, so plans are being made to have a program that will enable the district to recognize several "teachers of the year" during a formal reception to be held this fall. The change will be similar to how principals are recognized. This past fall, a program was held to honor 22 principals for their work the previous school year, rather than honoring just one.

We recognize that any change in the Teacher of the Year program, which has served this school district well for many years, represents a culture shift. So too, of course, does the Teacher Excellence Initiative. Aligning the Teacher of the Year program to fit with TEI makes sense for the district in the long run.

Teacher Appreciation Week is coming in May and we will take advantage of this opportunity to recognize all teachers for their hard work this school year. Again, thank you for everything you do to ensure each of our students receive an excellent education.

Respectfully,

Mike Miles

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