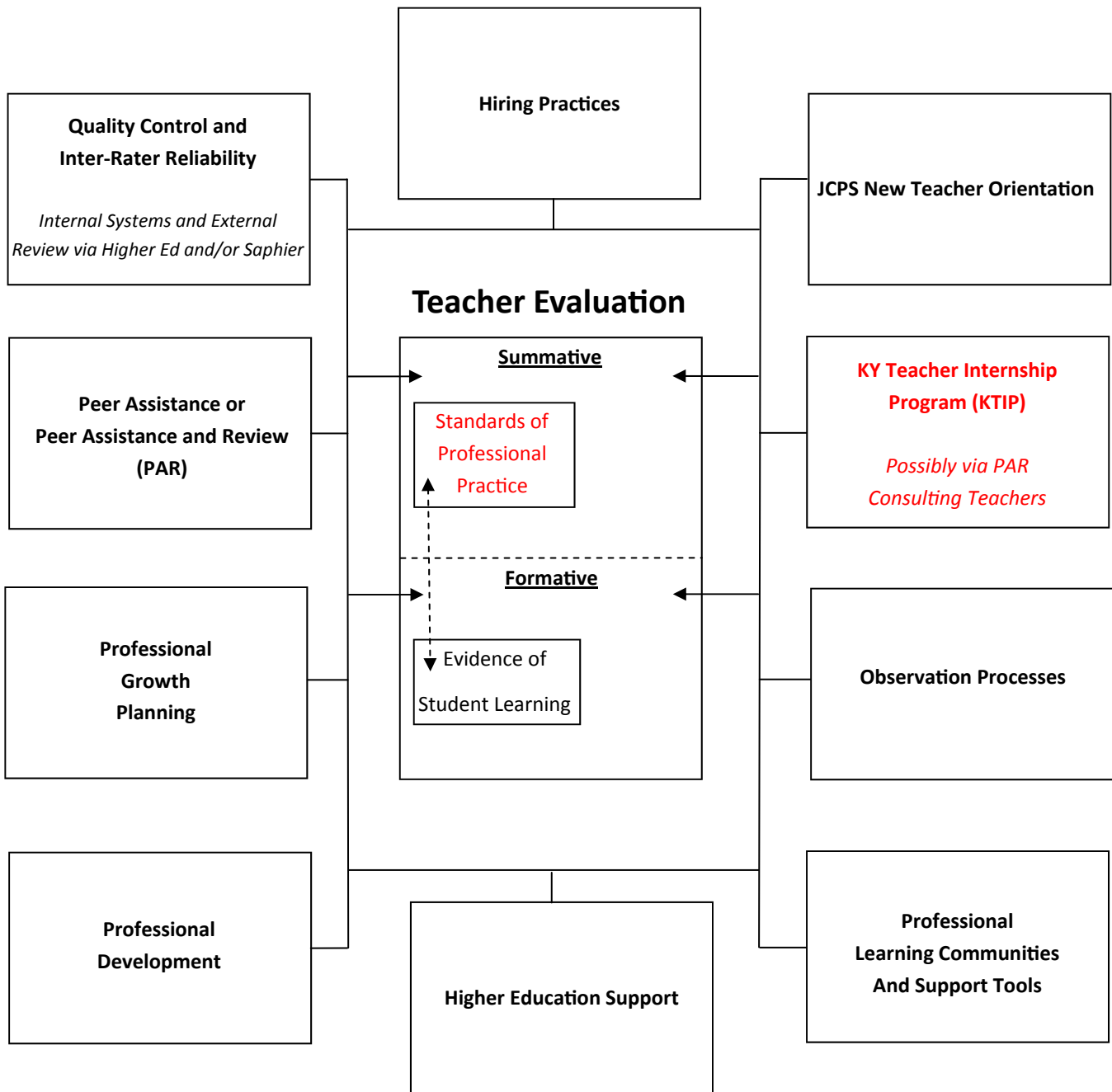


Educator Growth System (EGS)



Note:

Such an educator growth system could be built on the “Research for Better Teaching” framework by John Saphier. For example, principal and peer observations could be based on Saphier’s “OAT” protocol, the Standards of Professional Practice and KTIP Standards could be based on the Saphier “Skillful Teacher” framework, as could PLC support tools, and so on. Some components of this system would require a union-management memorandum of agreement to implement and **items in red would need state support to modify.**