

2011-12 All-staff introduction to standards-based grading & year of reflection

August 2011 Dr. Tom Guskey, an Educational Researcher and International expert on grading reform presented a half day workshop to all teachers on standards-based grading. Dr. Guskey's presentation and several other articles were posted internally for teachers and to the parent section of the district web-site.

All secondary teachers were asked to consider the philosophical implications of standards-based grading on their practice throughout the school year. Individual teachers and entire departments piloted different aspects of standards-based grading practices. The largest pilot was conducted by the Wauwatosa East English Department. While this pilot had positive parent and student reception, the lack of technical support and readiness hindered the sustainability of the pilot. Benchmark revisions and common assessment development continued. A group of administrators and teachers attended a local workshop on standards-based grading facilitated by Dr. Ken O'Conner, an international researcher and expert on standards-based grading. Dr. O'Conner's standards-based grading initiative is referred to as Grading for Learning. Grading articles, books, and videos were disseminated to the buildings to serve as resources.

Summer 2012 Secondary principals attended the keynote presentation of Dr. Ken O'Conner, international expert on standards-based grading, at the Wisconsin Education Institute held at Brookfield Central High School. A representative team of secondary administrators met throughout the summer to determine recommendations of next steps in the implementation of standards-based grading. A team of teachers from each secondary building were consulted on proposed changes in practice.

Winter 2013 The Waukesha School District held an afternoon symposium on standards-based grading for representative teachers from the Wauwatosa School District. A panel of teachers answered questions and provided examples for Wauwatosa teachers.

2012-13 Implementation of four required grading practices

Considering the recommendations of Dr. Guskey and Dr. O'Conner, **all secondary teachers were asked to make four paradigm shifts in their grading practices:**

1. **Give students multiple opportunities to learn,**
2. **minimize the negative impact of zeros,**
3. **view homework as an opportunity to practice learning and in doing so count homework for 10% or less in a grade,**
4. **eliminate extra credit not aligned to district benchmark achievement.**

Teachers adjusted syllabi and provided communication to students regarding the new initiatives.

Building administrators at all four secondary schools held parent education sessions on the four initiatives. Additional resources were added to the parent website.

High school science teachers, as part of their curriculum review worked with the Waukesha School District on benchmark revision, common assessments, and standards-based grading.

September 10, 2013 Board of Education received an update on the grading initiative for the 2012-13 school year.

Fall 2012-Present Grading committee established

A grading committee was created to assist with the implementation of the standards-based grading initiative now referred to as Grading for Learning. The grading committee is made up of teacher and administrative representation from all four secondary buildings.

May, 2013 All secondary teachers were provided a review and additional training on the development of quality benchmarks by Dave Dentinger, Supervisor of Student Learning. All content areas were asked to review and update district benchmarks. Quality benchmarks are essential to implementing standards-based grading.

Summer 2013 The grading committee released a handbook for teachers in July to provide clarification and support with the Grading for Learning initiative. The grading committee also developed two pilots for teachers to consider for the 2013-14 school year.

Student Learning has worked with Power School staff to build the capacity for the interval scale pilots and future implementation of grading for learning.

2013-14 Continued implementation of four initiatives & introduction of two pilots

Fall 2013 Dr. Eric Twadell provided opening day staff development on the connection and benefits of the interaction between Professional Learning Communities, district benchmarks, common assessments, and standards-based grading.

All secondary teachers were formally introduced to the grading resources, rationale, and expectations for the 2013-14 school year by Beth Erenberger, Director of Student Learning. The "responsibility for learning" and equal interval scale pilots were introduced.

September, 2013 Pilot teachers introduced students and parents to any pilots that they were participating in for the school year. Buildings held parent information sessions.

September 30, 2013 Board of Education received an update on the grading initiative plan for the 2013-14 school year.

September 26 & October 2, 2013 Secondary BLT teams received staff development on Grading for Learning. Based on their learning, BLT teams provided staff development on grading at the building level to all teaching colleagues on October 2, 2013. This will be repeated December 10, 2013.

October 25, 2013 All secondary staff worked in cross town PLCs for the morning session with a focus on grading and assessment. Content Team Leaders provided the planning and facilitation for this day. This will be repeated on December 2, 2013.

Buildings required to offer parent education sessions

November 2013 Parent website revised and additional resources were added

November 2013 Secondary Staff surveyed to determine staff development needs