

EXCEEDS
EXPECTATIONS!

SEE THE
BIGGER
PICTURE

Announcing OASYSSM

The Observation & Appraisal System from MyLearningPlan®

My Learning Plan Inc. offers an adaptable online educator observation and appraisal management system, which is a separate service, yet fully integrated with MyLearningPlan. This compelling combination provides one central location for supporting highly effective teaching and leadership through an ongoing and complete cycle of professional learning and growth.

OASYSSM allows district leaders to:

- » Streamline administration of all facets of **your** staff evaluation process, including:
 - Classroom Observations
 - Informal Learning Walks
 - Self-Reflective Assessments
 - Analysis of Student Growth Data
 - Peer Review and Observation
 - Portfolio Evaluation
 - Individual or Team Action Research
- » Engage educators collaboratively in a process of fair and rigorous self-reflection
- » Use your district- or state-developed framework and rubrics or adapt forms from our best practice library to support transparency and consistency
- » Differentiate effectiveness and easily record data in real time, using multiple rating categories for performance-based assessment with any handheld device, tablet computer or laptop, including the iPad®, iPod touch®, and iPhone®
- » Manage scheduling, review cycles, and workflow confidentially, and compile and finalize online summaries through secure online acceptance procedures
- » Leverage technology to generate graphical reports for efficient analysis of data across multiple evaluations and user groups
- » Use evaluation data to directly inform targeted professional learning opportunities in MyLearningPlan

"OASYS quickly made a positive impact on our appraisal process. With OASYS, HR no longer has to track appraisals received by hand, hound principals for completed appraisals, or scan appraisals into our electronic personnel files. Teachers and principals now have 24/7 access, no paper appraisal forms to manage, and the ease of completing appraisals electronically. OASYS is delivering everything as we hoped it would."

— Rick Kraus, Executive Director of Human Resources,
Hutchinson Public Schools, Hutchinson, Kansas

OASYSSM

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OASYS Reporting Tools enable the quick creation of virtually any kind of report to encourage a transparent and dynamic educator evaluation process. This easy compilation of data supports targeted interventions and truly integrates professional learning and educator appraisal to complete the cycle of ongoing learning and growth.

Rubric Report - MYS: Pedagogical Practices				
Criteria	Ineffective	Developing	Effective	Highly Effective
Instructional design	Lessons and units are not thought out or comprehensive. Introduction of concepts is disjointed. 0 of 10 (0%)	Overall lesson presentations within a unit are coordinated, however lesson elements are disjointed and not presented clearly. 3 of 10 (30%)	Unit and lessons are coordinated and presented in a logical manner. Lesson elements build upon each other. 5 of 10 (50%)	Unit and lessons are clear, well thought out and developed using interdisciplinary concepts and themes. 2 of 10 (20%)
Instructional outcomes	Student outcomes are not defined prior to lesson introduction. Teacher is unable to articulate outcomes or expectations. 1 of 10 (10%)	Teacher appears to have outcomes in mind, however they are not articulated to students. Expectations are not clearly defined. 6 of 10 (60%)	Teacher introduces expected student outcomes as part of the lesson. Outcomes are assessed and reviewed at the end of the lesson. 3 of 10 (30%)	Outcomes are clearly defined, and continually assessed throughout the lesson. The lesson is continually adjusted accordingly. 0 of 10 (0%)
Instructional environment	The classroom layout is not well thought out and not conducive to learning. Resources are not readily available. 2 of 10 (20%)	The classroom layout is manageable but not optimized for learning. Resources are accessible. 2 of 10 (20%)	Classroom layout supports learning. Resources are readily available and organized to reduce lost instructional time during lesson transitions. 3 of 10 (30%)	The classroom layout supports learning and is modified as needed to maximize instructional time. Multiple resources available foster continuous learning. 0 of 10 (0%)
Instructional resources	There is no use of instructional resources. Teacher delivers lesson content through lecture. 1 of 10 (10%)	Use of instructional resources is limited to traditional resources such as chalkboard and notebooks. There is not attempt to use additional resources to engage students. 2 of 10 (20%)	Several resources are used throughout the lesson. Technology is used to support concepts and engage students. 5 of 10 (50%)	A variety of resources are used throughout the lesson. Students select from several resources to further explore lesson concepts. 2 of 10 (20%)

The OASYS Rubric Explorer displays rubric data by representing the information in a graphical format (one-dimensional heat map), which portrays the response frequency for each descriptor in a rubric across users, buildings, departments, grades, groups, or the district as a whole.

The Growth Explorer displays data from multiple response items (e.g. drop-down lists, check boxes, etc.) by representing the information in a graphical format, which portrays the response frequency for each option selected from one or more items. Administrators can view a summary of the data or even indicate a time frame to see progress and growth over time for a particular item.

Together, MyLearningPlan® and OASYSSM empower teachers and leaders to learn and grow, while simplifying the management of district, State, and "Race to the Top" requirements.

