

SCHOOL DISTRICT OF JANESVILLE
Janesville, Wisconsin

Summary Report

Staff Member: Ms. Rita Gipp	Principal: Synthia Taylor
School: Marshall Middle School	Date: June 13, 2011
Class/Subject Area: 7 th & 8 th grade Technology Education	

1. Current Information/Professional Growth:

Ms. Gipp is an integral part of the Marshall Middle School family. Now completing her eleventh year at Marshall, Ms. Gipp has taught a total of 18 years. She earned her Bachelor's of Science Degree in Education from the University of Wisconsin at Stevens Point (in 1993). Later she returned to school to complete her Master's of Science Degree in Middle Level Education from the University of Wisconsin at Platteville (in 2005). Because professional development is an essential part of who Ms. Gipp is, she completed her Technology Education certification in 2007. This required her participation in a number of courses ("Research Methodology", "Creating and Exploring Web Quests", "Fundamentals of Drafting", "Ortho Graphic Projection", "Actuators - Electricity"); moreover, Ms. Gipp completed an electronic portfolio as part of the certifying requirements for the University of Wisconsin at Platteville. Ms. Gipp is certified by the Wisconsin Department of Public Instruction in Elementary Education (1-8), Mathematics Education (1-9), and Technology Education (1-21).

Since Ms. Gipp's last evaluation in 2008 she has completed the rigorous coursework of Project Lead the Way GTT Certification (2009 – 6 credits) which included; Design and Modeling, Automation and Robotics, Flight and Space, Science of Technology and Magic of Electrons. In addition, Ms. Gipp completed PLTW –Energy and the Environment and a 21st Century Skill Symposium. Ms. Gipp utilizes these impressive credentials in a way that engages students in their learning. Her contributions extend outside of her classroom, as well. At the district level, Ms. Gipp serves on the district's Vocation/Technology Education Committee and during the 2009-2010 school year she served on the district' Technology Review Board. Simultaneously she provides much needed support and updating of our PLTW curriculum as demonstrated by the implementation of all three middle school labs while gathering and transitioning the Project Lead The Way software onto our new computers.

Ms. Gipp is Executive Board Member of the Janesville Education Association and a Project SWEET (SDJ and UW-Whitewater ELL partnership) Team member. Ms. Gipp serves as our Technology Education Team Leader and is Site Team Member at Marshall Middle School. There she serves as a conduit to the district by exchanging information with colleagues throughout Janesville.

While at school, Ms. Gipp has volunteered to serve as advisor to our school newspaper, *The Marshall Redcoat* and six years ago created the online version. In addition, as part of her professional development plan Ms. Gipp creates our 8th grade completion video, updates curriculum goals and activities on the district's website, maintains the digital monitor display in the front lobby and advised a Tech Club during the 2010-2011 school year.

Currently, Ms. Gipp is a member of several professional organizations: JEA, WEA, NEA, and participates regularly with WITI (Women in Technology International), and participates in METC and WTEA conferences and workshops.

2. Implementation of *Beyond 2010* priorities, district policies, building initiatives and procedures and personal action plan objectives.

In an effort to support the School District of Janesville's *Beyond 2010* plan and Marshall Middle School's School Improvement Plan, Ms. Gipp completed the "Self Directed" approach to the supervision cycle. Specifically, she created the following goals:

1. Enhance the instructional delivery by continuing to look at differentiation and individualization of students learning styles as it relates to Technology Education
2. Employ preparedness of technology education opportunities for students at Marshall Middle School in the form of a Tech Club.

Ms. Gipp has made tremendous strides in the area of addressing our students' individual and educational needs. Throughout this year Ms. Gipp has implemented newly developed instructional videos for students. Its purpose is to guide them through their technology tasks. By simply uploading these instructional videos to our website students are able to see and hear explicitly what the expectations are for that assignment. Ms. Gipp stated during our reflection in January that the impact on kids has been, "amazing". Not only do they understand the expectations, their engagement and quality of work has improved. Ms. Gipp stated that she got the idea from our universal use of YouTube. "When you need to know how to do something, you go to YouTube," she says. Our students do the same.

Ms. Gipp stated that, "The most significant impact has been the transformation of our students learning. They have never been this independent and taken such ownership of their learning before." Of course the highest form of a compliment is when others imitate your behaviors; Ms. Gipp reported that Edison is doing the same thing.

As stated earlier Ms. Gipp continues to give a tremendous amount of her time and talent to the School District of Janesville and specifically Marshall Middle School. Her second goal indicates an additional area where her gifts and talents were used in a way that enhances our students' experiences outside of the classroom. For one semester Ms. Gipp ran a "tech club". This club was designed for students to have an outlet and a place

where they could go and get the technical support they needed to complete a technical project of their own. Students created individual websites, repaired damaged and non-functioning computers, and brought their own technological needs and desires to the club. Ms. Gipp wanted a minimum of 12 students per session which initially wasn't a problem. By the end of the first semester Ms. Gipp was easily doubling that expectation. The work demands became so great, unfortunately it only lasted a semester.

What is so fascinating about this opportunity for students is the fact that Ms. Gipp volunteered to make that happen. One can only hope that in order to offer the club as an option for students in the future that we might be able to find other staff members to assist in this noble and important club.

3. Demonstration of Meeting Professional Objectives

The administrative team had the opportunity to observe Ms. Gipp and her students in a variety of settings (e.g. IEP meetings, encore meetings, parent conferences, Site Council, etc.). In addition, Ms. Gipp and I met following three formal occasions during the 2010-2011 school year to develop, monitor, and assess her goals for improving teacher effectiveness: September 2010, January 2011, and May 2011.

Instructional Delivery:

Ms. Gipp is a trailblazer. Ms. Gipp possesses technological know-how and uses it to the fullest and most productive capacity in planning and delivering instruction. She is consistent with her use of researched based, 21st Century teaching methods all while engaging students in insightful dialogue and thoughts regarding her teaching effectiveness within the learning community. Ms. Gipp is often found searching for the next technological "hook" that will enhance her instructional practice and engages students at new levels.

Human Relations Skills:

Ms. Gipp's desire to build meaningful and thoughtful relationships with students and colleagues is admirable. Ms. Gipp personifies a model of professionalism for students and staff that is infectious. On any occasion, Ms. Gipp can be seen raising the self esteem of students through praise and encouragement and providing an atmosphere in which students feel free to question, disagree, or express ideas. Most impressively, Ms. Gipp is sensitive to issues related to classroom climate. She understands the impact that stereotyping and prejudice has upon gender roles and has demonstrated with respect and grace that, "All students have value and are capable of learning."

Personal Attitudes and Traits:

This is the area in which I believe is Ms. Gipp greatest attribute. She consistently demonstrates energy, vitality and enthusiasm for our important work as evidenced by her rigorous Professional Development Plan and her participation in a number of our extracurricular programs. It is beyond the classroom that she is able to demonstrate her willingness to take risks and experiment with new teaching techniques and openness to unique opportunities (e.g. creating a Tech Club for students, demonstrating competency

of the common assessment process, using cell phones and iPods as classroom tools and has served as leader in our district for Technology Education teachers).

4. Commendations/Recommendations:

The following recommendations come as a result of our school and district initiatives. They should not be construed as a deficiency in her performance. Rather, these are areas all members of the Marshall team are expected to implement in their pedagogy:

- ✓ Continue utilizing student performance data in order to promote individualization and differentiation in instruction (e.g. common assessment, standardized testing, teacher anecdotal, best practices, etc.).
- ✓ Continue seeking ways of providing students with rigorous and relevant instruction using 21st Century Skills.
- ✓ Continue exploring “best practices” of assisting learning disabled students in reaching their fullest potential.
- ✓ Continue seeking programs and workshops that will enhance classroom instruction for the students of Marshall Middle School.
- ✓ Explore and utilize best practices in enhancing instruction for students of color, special needs students, and the economically disadvantaged.
- ✓ Model to our students and staff the standards of professional behavior.

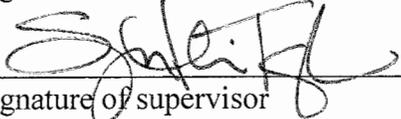
Signatures indicate completion of the process, not necessarily agreement.



Signature of staff member

6/13/11

Date



Signature of supervisor

6/13/11

Date

Copy: Staff Member
Principal
Director of Human Resources

SVS: bb