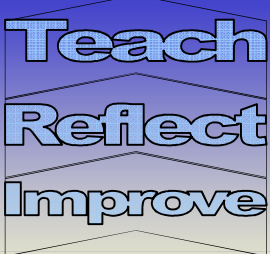



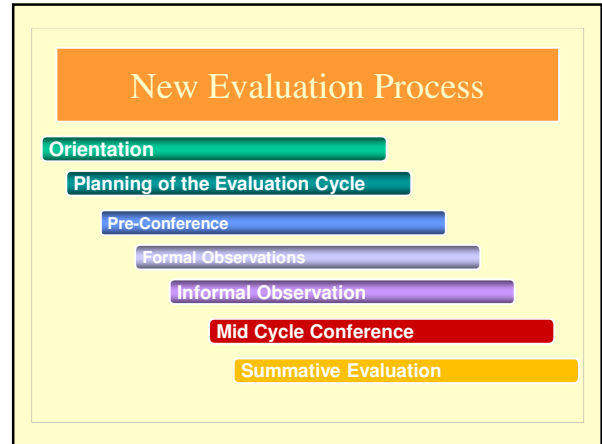
2012-2013
Teacher
Evaluation
Process



An Introduction to the New
Teacher Evaluation Instrument



Unit 5 Evaluation Committee Presentation



The purpose of formal evaluation is to improve the quality of instruction!

The Teacher Evaluation Instrument should focus on the components of high-quality teaching to improve instruction!

The Danielson Framework for Teaching meets that goal with research based components!

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Orientation

- The staff will receive an orientation to the performance evaluation process.
 - 7.5 of our LOU (and contract) requires that within the 15 school days of each school year, the building principal or designated administrator shall orient all bargaining unit members under that administrator's supervision as to the evaluation procedures.
 - We plan to complete this during the first two days of schools.

Old v. New Teacher Evaluation

<p>1998-2014</p> <ul style="list-style-type: none"> • Based on the Danielson Model • Administrator directed • Perfunctory conversations • Limited data • Not connected to individual professional growth • Will meet state requirement for 2012 with additional category. • Additional rating category 	<p>2012 -</p> <ul style="list-style-type: none"> • Research based • Promotes growth based on self-assessed needs • Prompts reflective dialogue between teacher and evaluator • Offers specific areas for growth • Defines expectations by category and actions • All administrators and a UFEA Cadre trained on instrument.
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Planning of the Evaluation Cycle

- After orientation and within twenty (20) school days of the start of the school term, the evaluator shall meet with each bargaining unit member (individually or in a group) that he/she will be evaluating to plan the evaluation cycle. (The appropriate form is used to document the meeting)
 - The meeting will sketch out the evaluation process. Plan pre-conference meetings, formal observation, and mid cycle review.

Pre-Observation Conference

- Each certified staff member will participate in an individual pre-conference.
 - At least one school day in advance of the pre-observation conference, the bargaining unit member shall submit to the evaluator the appropriate form.
 - The certified staff member may include other evidence of instructional planning for the lesson to be observed during the formal observation.
 - At the conference, the evaluator and the bargaining unit shall discuss the lesson to be formally observed.

Mid-Cycle Conference

- For tenured bargaining unit members
 - Mid-Cycle conference shall be held within the first 25 school days of the 2nd school term of the evaluation cycle.
 - the bargaining unit member and evaluator meet to discuss progress using the appropriate form to guide the discussion.
- For non-tenured bargaining unit members
 - Mid-Cycle conference shall be held in December
 - the bargaining unit member and evaluator meet to discuss progress using the appropriate form to guide the discussion.

Formal Observations

- Each formal observation shall last for a minimum of 40 continuous minutes.
- The evaluator will document the observation of teaching using the appropriate form.
 - Non-tenured bargaining unit members shall have a minimum of 3 observations (at least 2 formal) for each school term.
 - Tenured bargaining unit members shall have a minimum of one observation (formal or informal) each term of the evaluation cycle. (At least one formal per cycle)
 - In addition to or in lieu of a direct formal or informal observation, the bargaining unit member and evaluator may agree to the submission of a videotaped recorded lesson to be used as part of the evaluation

Summative Evaluation

- At the end of the evaluation cycle,
 - The evaluator will schedule a Summative Conference with the bargaining unit member to discuss the evaluation.
 - The evaluator will present the bargaining unit member with a rating using the appropriate form.
 - Non-tenured bargaining unit members evaluations
 - » completed no later than 60 calendar days prior to the end of the school.
 - Tenured bargaining unit members' evaluations
 - » completed no later than 45 calendar days prior to the end of the school term.

Informal Observations

- Informal observations may or may not be announced in advance.
- Each informal observation of the bargaining unit member shall last for a minimum of 15 continuous minutes. (There must be a cumulative total of 40 minutes of informal observation to qualify as a component of the Evaluation Plan.)
 - Following each informal observation and within 3 school days, the evaluator will provide the bargaining unit member with a copy of the completed appropriate form.
 - A post-conference meeting will be held within 5 school days to discuss the informal observation should either the bargaining unit member or evaluator request it in writing.

Questions?

Please send any ?'s you have to us by

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