

NEW FLEXIBILITY OPTIONS IN TEACHER EVALUATION

<i>Teacher evaluation issue</i>	<i>Current requirement</i>	<i>Flexibility Options</i>
Overreliance on testing	<ul style="list-style-type: none"> ▪ Use of CMT / CAPT for 22.5% of evaluation 	<ul style="list-style-type: none"> ▪ No use of CMT / CAPT / SBAC in 2013-14 year ▪ No use of CMT / CAPT / SBAC in 2014-15 year, pending federal approval
Number of required formal observations - teachers rated proficient or exemplary	<ul style="list-style-type: none"> ▪ At least 1 formal, in-class observation each year ▪ 1-2 reviews of practice / year 	<ul style="list-style-type: none"> ▪ At least 1 formal, in-class observation every 3 years ▪ 3 informal in-class observations all other years ▪ 1 review of practice / year ▪ Observations for non-classroom teachers take place in appropriate settings ▪ District may use previous evaluation rating terms to determine teacher eligibility for option this year
Development of SLOs (student learning objectives)	<ul style="list-style-type: none"> ▪ 1 – 4 per year ▪ All aligned with student academic growth indicators 	<ul style="list-style-type: none"> ▪ 1 Student Growth Objective per year ▪ Support specialist develops growth objective & indicators based on his/her role
<i>Teacher evaluation issue</i>	<i>Current Issue</i>	<i>New Requirement</i>
Onerous data collection	<ul style="list-style-type: none"> ▪ Excessive data management system requirements ▪ Technical & infrastructure problems cause system failures ▪ No privacy protections 	<p><i>NOTE: The following are <u>required</u> of all districts, not optional under proposed section 2.10 of the teacher evaluation guidelines:</i></p> <ul style="list-style-type: none"> ▪ Limit data, information, & artifacts to those specifically used for evaluating teacher ▪ By 9-15-14, and then annually, Teacher Evaluation & Development Committee examines efficiency of data management system & makes report to local Board of Education ▪ Access to teacher data limited to primary evaluator, superintendent/designee, & others directly involved in evaluation/PD processes ▪ SDE access to identifiable student data limited to that needed to comply with statutory audits

* Pending approval of State Board of Education

March 30, 2014 – deadline for submitting flexibility plan for remainder of 2013-14 school year

SDE to set deadline for submitting flexibility plan for 2014-15 school year