

**The New Teacher/Principal Evaluation Law: First Look**

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**Overview**

- What is already decided
- What has been delegated
- What is open to bargaining

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**Evaluative Criteria & Ratings**

- a maximum of 3 instructional & 3 leadership frameworks authorized
  - only minor modifications will be allowed
- each school district must adopt one of the instructional & leadership frameworks and post its selection on its website prior to 2013-14 SY
- rubrics will have 4 level rating system:
  1. Unsatisfactory
  2. Basic
  3. Proficient
  4. Distinguished
- every classroom teacher & principal will have an overall annual rating

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### The Comprehensive Evaluation

- assesses all 8 categories and all 8 contribute to an overall rating
- teachers/principals on new system must get comprehensive eval at least once every 4 years
- following employees must get comprehensive eval:
  - provisional classroom teachers
  - principals in first 3 yrs of employment as principal (or first yr in district if 3 years in other WA district)
  - any classroom teacher/principal with a Level 1 or Level 2 rating in previous year
- school districts are encouraged to conduct comprehensive eval for principals every year

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### The Focused Evaluation

- teachers/principals not required to be on comprehensive eval & scored 3 or 4 in previous yr
- assesses 1 of 8 criteria for a performance rating plus professional growth activities specifically linked to the selected criteria
- selected criteria must be approved by evaluator & may have been identified in a previous comprehensive eval
- evaluator must assign a comprehensive rating for the focused eval using SPI methodology
- same minimum observation time as comprehensive
- transfer between back to comprehensive possible

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### Implementation Schedule

- each school board must adopt an implementation schedule:
  - phase-in beginning in 2013-14, completed by 2015-16 (may do it earlier)
- must include the following groups in 2013-14:
  - provisional classroom teachers
  - classroom teachers on probation (legal ambiguity)
  - principals in first 3 years of employment as principal (or first year in district if 3 years in other WA district)
  - principals who were not satisfactory in most recent eval

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### Student Growth Data

- Same definition as existing law: change in student achievement between two points in time
- must be a "substantial factor" in evaluating at least 3 of the 8 criteria
- must be "relevant to the teacher and subject matter" or "relevant to the principal"
- must be based on multiple measures
- may include school or team-level data

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### Classroom Teacher Probation

- trigger: "not judged satisfactory" means Level 1, or Level 2 if CC&5+ yrs exp. and received the Level 2 in 2 consecutive yrs or 2 out of 3 consecutive yrs
- 60 school days, but days may be added if necessary to complete PFI and evaluate ee, as long as probation finished by May 15
- probation may be extended into the following school year if CC&5+ yrs experience and a "less than Level 2" rating as of May 15
- procedural errors in PFI do not invalidate probation unless material error
- sufficient improvement = Level 2 if provisional or CC&<5 yrs exp., or Level 3 if CC&5+yrs exp.

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### Additional Evaluator

- if evaluator doesn't authorize additional evaluator, probationary teacher may request one from local ESD who will assign from ESD list

### Mandatory Discharge

- if CC&5+ yrs experience teacher receives rating below Level 2 for 2 consecutive yrs, district must deliver notice of probable cause for discharge within 10 days or by May 15, whichever earlier

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**Principal Nonrenewal?**

- “not judged satisfactory” = Level 1 or Level 2 if 5+ yrs exp. in principal role and the Level 2 is received 2 consecutive yrs or 2 out of 3 consecutive yrs

**Professional Development**

- evaluators must receive professional development in the new system before implementing new eval system

**Extension of Provisional Status**

- provisional employee who gets below Level 2 in 3<sup>rd</sup> year of employment stays provisional until employee gets a Level 2

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**Evaluation Ratings in HR Decisions**

- by 2015-16 SY, eval results for classroom teachers and principals must be used as one of multiple factors in making HR and personnel decisions
- HR decisions include, but not limited to, staff assignment and RIF
- “Nothing in this section limits the ability to collectively bargain how the multiple factors shall be used in making human resource or personnel decisions, with the exception that evaluation results must be a factor.”

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**Steps Delegated to OSPI**

- Evaluation Frameworks
  - Instructional Framework for classroom teachers (9/1/12)
  - Leadership Framework for principals (9/1/12)
- Ratings for Four Levels
  - Rubrics for rating each minimum criteria (9/1/12)
  - Descriptors for each rating level (12/1/12)
  - Common method of calculation for classroom teachers
    - Rating level for each minimum criteria
    - Rating level for overall evaluation
    - Comprehensive and focused evaluations

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### Steps Delegated to OSPI

- Modifications
  - Process for approving minor modifications to frameworks
- Professional Development
  - Each of the different evaluation frameworks
  - Online training

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### Steps Delegated to ESDs

- List of experienced evaluators
- Process for assigning evaluators

### Steps Delegated to PESB

- Residency certificates and principal candidates (8/31/13)
- Continuing education competencies for renewal of professional certificates (9/1/16)

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### Steps Delegated to TPEP Steering

- Use of teacher and principal evaluations in HR & Personnel decisions (12/1/13)
- Use of teacher evaluations in continuing contract status (7/1/16)
- Implementation
  - Scaling up evaluation systems
  - Student growth data
  - Management tools and training
  - Data from other states

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### What Must Be Bargained

- Choice between three (or fewer) frameworks (by start of 2013-14)
- Implementation schedule (by start of 2013-14)
- How (not whether) student growth data used
  - Which 3 (or more) evaluative criteria will use SGD
  - What does “substantial factor” mean?
  - Types of growth data to use (MSP, CBM, etc.?)
  - Using performance as member of a team
- How (not whether) evaluations will be used in assignment, RIF, etc. (by 2015-16)

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### What Could Be Bargained

- Whether, and how, student input used in teacher evaluations
- Whether, and how, employee input used in principal evaluations
- Focused evaluation choices
- Probationary procedures

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### What Could Be Bargained

- Change evaluation system for non-classroom certs?
- Use of “portfolio” concept in evaluations
- Grievability of evaluations
- Definition of “classroom teacher”
- “Minor modifications or adaptations” for OSPI approval

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