

MAKING 5% AND 10% OF EVALUATION MORE MEANINGFUL

The issue of how to bring parent and student or peer feedback into evaluation in a more meaningful way needs to be explored. Rather than design evaluation processes that primarily promote compliance, there are options that can lead to more meaningful, active participation in these areas.

This document describes options for local Professional Development & Evaluation Committees to consider for the 5% and 10% of teacher evaluation.

5% - whole-school student learning indicators (WSLI) or student feedback

- If a district chooses WSLI – if no state test scores are used in evaluation, WSLI can be based on other indicators used in the administrator’s evaluation
- If a district chooses student feedback :
 - Whole-school surveys *are not* required – feedback may be obtained through focus groups, interviews, individual teacher surveys, etc.
 - Teachers *are not* required to write a goal based on student feedback; therefore, teacher rating *does not* have to be based on goal attainment.
- CEA option :
 - Conduct whole-school student survey pertaining to ways to engage students in learning
 - Set school ‘student engagement’ goal
 - Outline actions for teacher participation in student engagement effort
 - During year, teacher collects evidence of actions taken to participate
 - Year end rating based on degree of participation, based on collective evidence:
 - Exemplary – took a leadership role
 - Proficient – volunteered and actively participated
 - Developing – participated when asked
 - Below Standard – did not participate at all, or strongly resisted participating.

10% - Parent or Peer Feedback

- If a district chooses parent feedback :
 - Whole-school surveys *are not* required – feedback may be obtained through focus groups, interviews, individual teacher surveys, etc.
 - Teachers *are not* required to write a goal based on parent feedback; therefore, teacher rating *does not* have to be based on goal attainment.
- CEA option #1 Parent Engagement :
 - Conduct whole-school parent survey pertaining to ways to engage parents
 - Set school ‘parent engagement’ goal
 - Outline actions teachers can participate in parent engagement effort
 - During year, teacher collects evidence of actions taken to participate
 - Year end rating based on degree of participation, based on collective evidence:
 - Exemplary – took a leadership role
 - Proficient – volunteered and actively participated
 - Developing – participated when asked
 - Below Standard – did not participate at all, or strongly resisted participating.

- CEA option #2 Peer Collaborative Feedback :
 - Master teachers facilitate professional conversations
 - Groups of 4-5 teachers who teach the same subject or who teach on the same grade level
 - Conversations focus on development of professional skills that impact teaching & learning
 - Teachers bring issues to group for discussion and feedback
 - Master teachers are selected by bargaining unit and confirmed by the Professional Development and Evaluation Committee
 - During year, teacher collects evidence of actions taken to participate
 - Year end rating based on degree of participation, based on collective evidence:
 - Exemplary – took a leadership role
 - Proficient – volunteered and actively participated
 - Developing – participated when asked
 - Below Standard – did not participate at all, or strongly resisted participating.