

**NEW FLEXIBILITY OPTIONS IN TEACHER EVALUATION**

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

\* 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