

FLEXIBILITY OPTIONS IN TEACHER EVALUATION

FORMAL OBSERVATIONS -- EXEMPLARY & PROFICIENT TEACHERS

Flexibility Option : 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

What questions should guide discussion of the Professional Development & Evaluation Committee?

1. Will our district use this option for teachers, and if so, when will we begin?
2. If we begin this year, how will we decide which teachers will be in year 1, 2, or 3 of the cycle?
3. Will we randomly select? Ask for volunteers? Begin with those teachers who have already been observed?
4. If teachers are placed in an 'informal observation' year, and have already had formal observations, will those be used in their summative evaluation this year?
5. Will the process for conducting informal observations in the 3-year cycle change at all, and if so, how?
6. Will the focus of one formal, in-class observation encompass all or only some indicators of the observation rubric the district uses?
7. Will the committee draw up a list of recommended 'appropriate settings' for those support specialists who are non-classroom teachers, so there is greater consistency across the district?