

SAMPLE LANGUAGE

SECTION 2.

EVALUATION SYSTEM OVERVIEW

CT Statute has laid a new framework for teacher evaluation in Connecticut. In _____, the State Board of Education adopted new *Connecticut Guidelines for Educator Evaluation*, which outline specific features that must be included in every district educator evaluation system:

1. The use of a four-level rating system to describe teacher performance: Exemplary, Proficient, Developing, and Needs Improvement;
2. A yearly evaluation process that includes
 - A goal-setting conference each fall;
 - Evidence collection and review;
 - A mid year check-in;
 - An end of year summative review;
 - Use of multiple indicators of student growth and development to determine 45% of a teacher’s evaluation;
 - Use of observations/reviews of performance and practice to determine 40% of a teacher’s evaluation;
 - Use of parent feedback and whole-school student learning indicators to determine 15% of a teacher’s evaluation; and
 - Local district reporting to the State Department of Education.
3. Training for administrators performing evaluations, and orientation about the evaluation program for teachers;
4. Professional learning based on individual or group needs identified through evaluation;
5. A process for resolving disputes regarding objectives, the evaluation period, feedback, or the professional learning offered;
6. Opportunities for career development and professional growth; and
7. A validation procedure for SDE or a SDE-approved third party entity to audit ratings of below standard or exemplary.

The CEA Public Schools will incorporate these elements into a 3-year cyclical professional growth and evaluation model, which will be described in the remainder of this document.

