

SAMPLE LANGUAGE

DETERMINING A TEACHER'S PRACTICE RATING (50% OF EVALUATION)

SECTION 5.2

USE OF PARENT OR PEER FEEDBACK

The evaluation framework approved by the State Board of Education requires that 10% of a teacher's evaluation be based on peer or parent feedback. The evaluation rating from this category will be combined with the rating from observations of performance and practice (40%) to help form 50% of the teacher's total evaluation. In CEA Public Schools, teachers will have a choice in what type of feedback to use, which will be mutually agreed upon by the teacher and evaluator.

Option 1. Teachers can participate in a whole-school parent engagement effort, based on information obtained from a whole-school parent survey. Each school will determine what the parent engagement effort will be.

Option 2. Teachers can participate in Peer Collaborative Feedback (PCF). PCF is the process in CEA Public Schools in which master teachers, selected by the teacher's association and confirmed by the Professional Development and Evaluation Committee, facilitate professional conversations among no more than 4-5 teachers who teach the same subject or who teach on the same grade level. These conversations focus on the many avenues through which teachers develop their professional skills so as to impact instruction and student learning. Teachers who participate in PCF bring an issue to the group to discuss and on which they ask for feedback.

Teachers will collect evidence of their participation in either Option 1 or 2, and bring that to the year end conference with their evaluator for discussion. During the year end conference, they will complete the Parent/Peer Feedback Form (Appendix ___) to document the teacher's completion of the activities, and the performance rating based on the following criteria:

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.

The teacher will enter evidence used during the year end conference, and the evaluator will enter the Parent/Peer Feedback Form into the teacher's evaluation file via the district data management system.