

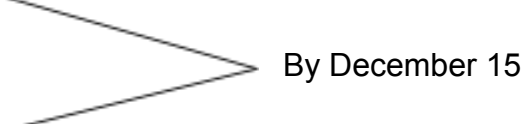
Staff Evaluation

By September 15, all certified staff should be notified whether they will be evaluated under OTES or the “Non-OTES” evaluation system. Using a staff meeting, please give a brief overview of each system, like we have always done. Remember, certified staff that does not have assigned students more than 50% of the work day are evaluated under the “Non-OTES” evaluation system, just as last year.

OTES evaluations


FORMAL

Pre-observation conference (including two goals)
Observation / Walkthroughs
Post-observation conference



By December 15

Pre-observation conference
Observation / Walkthroughs
Post-observation conference



By April 30

Final Summative Rating assigned By May 1

Final Summative Rating shared with teacher By May 10

ONLY ONE CONFERENCE, TWO OBSERVATIONS AND THE FINAL SUMMATIVE RATING ARE ABSOLUTELY REQUIRED, although best practices indicate all steps are helpful in teacher growth.

You are able to choose a FORMAL evaluation for any certified staff member, regardless of the final summative rating for the previous school year. If NON-RENEWAL is being considered, 3 observations must occur.

SUMMATIVE TEACHER RATINGS and minimum evaluation requirements:

ACCOMPLISHED - Professional Growth Plan(reflection and goals with teacher deciding how much evidence to share), one observation (TWO if in contract year), one conference. If student growth comes back @ 1 or 2 (5 point scale) - Improvement Plan. Formally evaluated once every 3 years if growth remains 3, 4, 5.

SKILLED - Professional Growth Plan (reflection and goals with teacher deciding how much evidence to share), one observation(TWO if in contract year), one conference. If student growth comes back @ 1 or 2(5 point scale) - Improvement Plan. Formally evaluated once every 2 years if growth remains 3, 4, 5.

DEVELOPING - Formal Evaluation as described above

INEFFECTIVE - Formal Evaluation as described above
Improvement Plan

“Non-OTES” Evaluation System

Follow flow chart - Attachment A in Negotiated Agreement.

Subgroups under the Non-OTES evaluation system created a more group specific tool for each subgroup. A list of job titles and evaluation tools will be provided for each group under the Non-OTES system once the board approves the proposed changes.