

New Teacher Evaluation Plan

Overview:

Under PERA, Performance Evaluation Reform Act, signed in January 2011, we had to begin ranking teachers by performance ratings within four performance groups (Group 1, Group 2, Group 3 and Group 4) for the 2012 School Year's dismissals. Released teachers who are ranked in Groups 1 or 2 do not receive recall rights even if tenured.

Similarly, beginning in August 2012, teachers need to be ranked on a four point scale (Excellent, Proficient, Needs Improvement, and Unsatisfactory) instead of the previous three point scale (Excellent, Satisfactory and Unsatisfactory).

Both the NBEA and the administration agreed that the currently used teacher evaluation system was less than perfect. So we agreed in the spring of 2012 to begin working on a new system that would be acceptable under PERA without convening the Joint Committee to begin developing a new evaluation system. (The new evaluation system must be agreed to shortly after the committee begins to meet.)

We were required to implement PERA for principals including a student growth component for the 2013 School Year.

We will be required to fully implement PERA including a student growth component for teachers by the 2015 or 2016 School Year based upon test scores in 2014.

We plan to begin providing teachers with ECRA developed student growth information in a non-binding way by next school year, if not at the end of this year, so they can become used to seeing that data. ISBE is planning to release some further direction on teacher student growth ratings later this spring.

I selected Dr. Olds and Mrs. Abbeduto to lead the development of the new teacher evaluation model. The NBEA worked to select teacher members of the team in conjunction with the administration. We needed to make sure we had a good balance based on grade levels, types of assignments, etc.

Assuming that the plan is acceptable to the Board, we will do some pilot evaluations this spring and then bring a final draft forward for approval in June or July.

Our goal is to implement this new evaluation model for the fall of 2013 so teachers have several years to get used to it prior to the addition of binding student growth ratings.