

JENC NEWSLETTER

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Decisions from the Joint Evaluation Negotiations Committee After 2/11/15 Meeting

Domain 2, 3 & 4 Clarifications

Please be advised that Domains 2, 3 and 4 are **NOT optional**; therefore, the elements are **rated when applicable** (in FY15 Domain 4 is only rated at the request of the teacher). A chart detailing when elements within each domain may be rated is attached.

Please note that it is very common for elements within Domain 2 and Elements 50-52 in Domain 3 to be rated as a result of conversations had during pre- and post-observation conferences; however, these elements may be rated in other instances when they are dominant (see chart on following page for specifics).

Also note that elements 53 and 54 within Domain 3 may be scored even if teachers did not complete an individualized Professional Growth Plan as long as they are participating in and implementing new learning from school-based professional development opportunities. If either of these elements are rated as Developing, a conversation should be conducted with the teacher.

Data Mark Update

As a result of the updated FY15 Observation Schedule (see page 3 for schedule) for Category 1B and 2 Teachers, the JENC Committee has come to a consensus that the required number of data marks required to process the final evaluation for Category 1B and 2 teachers will decrease. The new range is 10-20+ data marks. The requirement for 15+ data marks to process each evaluation for 1As has not changed.

FY15 Final Evaluation Updates

Per F.S. 1012.34, in FY15 adjustments are required to be made to the components of the final evaluation.

- **Adjustment 1:** If a teacher had an individual VAM score provided from the state for the past three years, their final evaluation rating must consist of 50% student growth.
- **Adjustment 2:** In previous years the final evaluation rating was comprised of student growth and instructional practice. According to F.S. 1012.34, a third component is now required. The third component negotiated by the JENC Committee is titled Professional Growth.
 - ◇ Your final evaluation rating will include the new Professional Growth component, which will be 2% of your total final rating.
 - ◇ All teachers will receive the rating of “Highly Effective” for this component of the evaluation if they complete the Course Evaluation Survey for their school-based professional development in eLearning. (The survey can be accessed under the following course in eLearning: 2007010 FY14 (SCHOOL NAME) 11/4-2/26.)

For more information about the calculation of the final evaluation scores, please see page three of this newsletter.

The Joint Evaluation Negotiations Committee is comprised of Palm Beach County Classroom Teachers Association representatives and School District of Palm Beach County representatives. This team works together to construct contract language and the new Classroom Teacher Evaluation System (CTES). This newsletter will share tentative decisions and clarifications that have been made by this committee.

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Observation Types FY15

	Domain 1*	Domain 2*	Domain 3*	Domain 4*
Information Input in iObservation	Select observation type (Walkthrough, Informal, or Formal)	Do not select observation type, but put source of data collection into comments field. <i>(Comments Field Example #1: Data collected from formal observation conducted on 11/19/14)</i>	Do not select observation type, but put source of data collection into comments field. <i>(Comments Field Example #1: Data collected from conversation between administrator and teacher on 4/25/15.)</i>	Do not select observation type, but put source of data collection into comments field. <i>(Comments Field Example #2: Data collected from documentation provided to administrator by the teacher on 2/24/15.)</i>
Clarifications	Please refer to the FY15 Observation Calendar	Elements 42-49 can be coded utilizing any rating. They may not be coded based upon the format or contents of a lesson plan.	Elements 50-52 can be coded utilizing any rating. Elements 53-54 must be coded at Developing or higher if a written plan is completed and executed/implemented. If a written plan is not completed and/or the plan is not executed/implemented then the Element(s) should not be coded and the situation should be dealt with outside of the evaluation.	Elements 55-58 and 60 may only be coded at the request of the teacher. Element 59 must not be coded.
Frequency	Please refer to the FY15 Observation Calendar.	Elements 42-49 can be coded when evidence of planning is present through observations and/or conversations. Only Dominant Elements should be coded.	Elements 50-52 may be coded more than once a year. Elements 53-54 may only be coded once per year.	Elements 55, 56, 57, 58, 60 may only be coded once per year. Only Dominant Elements should be coded upon the request of the teacher.
Evidence	Observations	Observations Conversations	Conversations Written Plan	Documentation must be presented to be eligible for an "Innovating" rating, but Elements may be coded at "Applying" if the observer has first-hand knowledge of teacher practice. No ratings other than "Innovating" and "Applying" may be utilized in FY15.
How to Reach Innovating	When 100% of the students are monitored for the desired effect of the element	Documentation is provided to show that the teacher is a recognized leader in helping others with an element.	Documentation is provided to show that the teacher is a recognized leader in helping others with an element.	Documentation is provided to show that the teacher is a recognized leader in helping others with an element.

**Marking elements in Domains 2, 3, and 4 does not take the place of the required observations. You may mark elements in Domains 2, 3, and 4 in addition to Domain 1 when applicable.*

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Updated Observations Schedule (Category 1B & 2 Only)

1 st Half of the Year	2 nd Half of the Year
1 Walkthrough (By the last instructional day of September)	1 Informal (Paced throughout the second half of the year. To be completed by the last instructional day of April)
1 Informal (By the second week of December)	1 Formal (Paced throughout the second half of the year. To be completed by the last instructional day of April)
No Mid-Year Evaluation	Evaluation (Instructional Practice by 5/15/15)

Please note that 10-20+ data marks are now required to complete the Instructional Practices Portion of the evaluation for Category 1B & 2 Teachers. The data marks are derived from the observations and any elements rated in Domains 2, 3, and 4. 15+ data marks are still required to process the Instructional Practices portion of each evaluation for Category 1A Teachers.

What Will My Evaluation Look Like?

Did You Have Individual VAM Data from the State in the following Years?

2011-2012*	2012-2013*	2013-2014	Final Evaluation Rating (Instructional Practice/Student Growth/ Professional Growth)
—	—	✓	58 / 40 / 2
—	✓	✓	58 / 40 / 2
✗	✗	✓	58 / 40 / 2
✗	✓	✓	58 / 40 / 2
✓	✓	✗	58 / 40 / 2
✓	✓	✓	48 / 50 / 2

— No data (on leave, not yet hired.)

✓ Individual VAM Data

✗ Other student growth data (Running Reading Records, School Score)

Please be advised that if an individual score was provided for you from the state, but you did not receive an individual score because of a JENC Decision (hold harmless), you would still receive a 50% student growth for your FY15 evaluation. If you teach and have been teaching ELA, Reading, or Math in grades 4-10 over the past four years (this being the fourth year) you would have received an Individual VAM Score from the FDOE.