

JENC Newsletter

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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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This newsletter is a Joint Publication by the School District of Palm Beach County and Palm Beach County CTA



Observation Schedule Update

- ◆ As a reminder, the deadline for conducting the minimum required observations for Category 1B & 2 Teachers was extended from 2/15/2016 to 3/15/2016. The FY16 Revised Teacher Observation Schedule was updated to reflect those changes. A copy can be found on the page 4 of this JENC Newsletter.

Instructional Practice (57%)

- ◆ The rubric for determining the Instructional Practice Rating for FY16 will remain the same as what was used for FY15.

	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Category 1A	≥51% of Ratings are at Level 4 (Innovating)	≥51% of Ratings are at Level 3 (Applying) or higher	≥51% of Ratings are at Level 2 (Developing) or higher	≥51% of Ratings are at Level 1 (Beginning) or 0 (Not Using)
Category 1B	≥51% of Ratings are at Level 4 (Innovating)	≥51% of Ratings are at Level 3 (Applying) or higher	≥51% of Ratings are at Level 2 (Developing) or higher	≥51% of Ratings are at Level 1 (Beginning) or 0 (Not Using)
Category 2	≥60% of Ratings are at Level 4 (Innovating)	≥60% of Ratings are at Level 2 (Developing) or higher	≥60% of Ratings are at Level 1 (Beginning) or 0 (Not Using)	≥60% of Ratings are at Level 0 (Not Using)

Deliberate Practice (10%)

- ◆ **Targeted Observations:** If a teacher's Target Element for their Professional Growth Plan is not observed by 3/15/2016, then a targeted observation should be scheduled. **Targeted observations may be conducted up until 4/29/2016.** A targeted observation is a visit in which a Marzano certified observer collects data pertaining to one specific element(s).

Reminders for Domains 2, 3, 4

- ◆ In order for a teacher to be rated **Innovating in Domains 2, 3, and 4**, evidence needs to be provided to show that the teacher is a recognized leader in helping their peer(s) (individual or group setting) with an element. Evidence may be provided through conversations and/or documentation (agendas, meeting logs, videos, email transcriptions, etc.). Portfolios are NOT required.
- ◆ **Domain 3:** Element 53 (Developing a Written Growth and Development Plan) must be coded once per year. Element 54 (Monitoring Progress Relative to the Professional Growth and Development Plan) must be coded **at least once** per year. **Observations in Domain 3 may be conducted up until 4/29/2016.**

FY16 Assessments Used in Teacher Evaluations (33%)

- ◆ **Florida statute 1012.34** requires each school district to include student performance as a component of teacher evaluations. In a recent meeting of the Joint Evaluation Negotiating Committee the assessments that will be used for the Student Performance Rating of the FY16 Teacher Evaluation were approved. As in prior years, three of these models (**Table 1**) will be generated by Florida Department of Education (FDOE) and the remaining models (**Table 2**) will be computed locally.

Table 1: Assessments included in State VAM Models for the FY16 Student Performance Rating

Grade / Course	Pre-Test	Post-Test
Grades 4-10 ELA	FSA Expected Score Based on State VAM Model	FSA ELA Assessments
Grades 4-8 Math	FSA Expected Score Based on State VAM Model	FSA Math Assessments
Grades 8 & 9 Algebra I	FSA Expected Score Based on State VAM Model	Algebra I EOC Exam

- ◆ Beginning with the FY16 Evaluation, districts are required by statute to use the Student Performance Rating computed by FDOES as at least 33% of the total evaluation for teachers who are included in one of these models.

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Table 2: Assessments included in Local Models for the FY16 Student Performance Rating

Grade / Course	Pre-Test	Post-Test
Kindergarten	Early Literacy Behaviors (1st Administration)	Early Literacy Behaviors (Final Administration)
Grade 1	Early Literacy Behaviors (Prior Year Final)	Palm Beach Performance Assessment (Final Administration)
Grade 2	Palm Beach Performance Assessment (Prior Year Final)	Grade 2 Reading Diagnostic
Grade 3	Palm Beach Performance Assessment (Prior Year Final)	FSA ELA Assessment
Grades 5 & 8 Science	Prior FSA ELA Assessment	State Science Assessment
Civics	Grade 6 FSA Reading	Civics EOC Exam
Geometry	Prior EOC Math Assessment	Geometry EOC Exam
Algebra 2	Prior EOC Math Assessment	Algebra EOC Exam
Biology	Prior EOC Reading Assessment	Biology EOC Exam
US History	Prior EOC Reading Assessment	US History EOC Exam
AP, AICE, IB Courses ¹	Aligned Prior FSA Assessment	AP, AICE, or IB Exam
Grades 4-10 Other ²	Expected Score Based on State VAM Model	Non-FSA VAM
Grades 11-12 Reading ³	Prior Reading Assessment	Students Meeting the Graduation Requirement (FCAT, FSA, ACT, SAT)
Grade 11 Other ³	Grade 10 FSA Reading Assessment	Combined SAT Score

¹ AP, AICE, & IB Language Arts and Math cannot be included in the Student Performance Rating for teachers who have students in these courses, who take a FSA.

² Applies to teachers excluded from other models with students in grades 4-10.

³ Applies to teachers with exclusively 11-12 grade students, others will receive the school score.

- ◆ The Department of Assessment will provide additional information as the remaining components of the Student Performance Rating are finalized. For questions regarding the Student Performance Rating, please contact **Paul Houchens**, Director of Assessment at 561-434-8780. For questions regarding the other Evaluation components, please contact **Kevin Butanowicz**, Manager of Performance Standards at 561-649-6949.

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FY16 REVISED TEACHER OBSERVATION SCHEDULE

IMPORTANT: This schedule highlights the minimum observation requirements for all teachers. Additional observations may be conducted. Please consult the CTES handbook for more information regarding the contractual requirements for teacher observations and evaluations.

CATEGORY 1A TEACHERS

Category 1A: Teachers in their first year of teaching with the District. This category also includes teachers who have transferred from an administrative position to a teacher position. Time starts on the contract date of their current teaching position and does not include administrative and/or previous teaching time with the district or time teaching in other counties/states.

1 st Half of the Year	2 nd Half of the Year
1 Walkthrough [†] (By the last instructional day of September) 1 Informal [†] (By the last instructional day of October) 1 Formal [†] (By the second week of December)	1 Walkthrough 1 Informal 1 Formal (Paced throughout the second half of the year. To be completed by the last instructional day of April)
Mid-Year Evaluation* Entered in iObservation by 12/18/2015 (Minimum 15 Data-Marks ^o)	Final Evaluation** Entered in iObservation by 5/13/2016 (Minimum 15 Data-Marks ^o)
* Category 1A Teachers hired on or after 11/1/2015 are exempt from the Mid-Year Evaluation process and will follow the schedule for the 2 nd Half of the Year. ** Category 1A Teachers hired on or after 2/12/2016 are exempt from the Final Evaluation process.	

CATEGORY 1B & 2 TEACHERS

Category 1B: Teachers who have 2-3 years of teaching experience with the District. In other words, these teachers are in their second or third year of teaching with the District.
 Category 2: Teachers who have completed three or more consecutive years of teaching in the District.

On or Before March 15 th	After March 15 th
1 Walkthrough [†] 1 Informal [†] 1 Formal [†] (Paced throughout the school year. To be completed by 15 th day of March)	1 Informal and/or 1 Formal with Focused Feedback (Only if Category 1B and 2 Teachers have an overall Instructional Practice Score of Needs Improvement or Unsatisfactory after 1 walkthrough, 1 informal, and 1 formal. To be completed by the last instructional day of April)
NO Mid-Year Evaluation	
Final Evaluation*** Entered in iObservation by 5/13/2016 (Minimum 10 Data-Marks ^o)	
*** Category 1B and 2 Teachers hired on or after 2/12/2016 are exempt from the Final Evaluation process.	

[†] Informal and Formal observations may not be conducted during the first 15 workdays (prior to 9/1/2015) for teachers who begin work the first day of pre-school. Walkthrough observations may be conducted starting the first day of school.

^o The data marks are derived from the elements rated as a result of an observation and any elements rated in Domains 2, 3, & 4. Administrators can view the number of data marks scored by running the following report in iObservation: Evaluative Element Scoring by Learner.

