

SY14 JOINT EVALUATION NEGOTIATIONS COMMITTEE (JENC) TENTATIVE DECISIONS

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.



A Joint Publication by.....

**School District of Palm Beach County
&
Palm Beach County Classroom Teachers Association**



New Tentative Decisions & Clarifications

We Are There....

The JENC worked diligently to complete the contract language for the new evaluation. The contract language as well as the Classroom Teacher Evaluation System (CTES) was board approved and training will begin in late January. All principals and directors are **required** to attend one of the trainings. All district, area, and school-based administrators are encouraged to attend. All teachers including Employee Building Committee (EBC) Representatives, Marzano Liaisons, and CTA Representatives are invited to attend; however, their attendance is **not mandatory**. Each session will be held from 4:30pm-6:00pm in the Auditorium at each location:

Palm Beach Gardens HS	Thursday, Jan 30
Glades Central HS	Monday, Feb 3
Atlantic HS	Tuesday, Feb 4
Forest Hill HS	Thursday, Feb 6
Palm Beach Central HS	Thursday, Feb 13

Schedule of Observations (2nd Half of the Year)*

Now that we are in January a new observation cycle has begun. The observations schedule for the second half of the year is as follows:

Category 1A – 1 Walkthrough, 1 Informal **and** 1 Formal

Category 1B & 2 – 1 Walkthrough, 1 Informal **or** 1 Formal

**All observations must be complete by April 30, 2014*

Defining Observations

Classroom visits (worksite visits for non-classroom teachers) by an administrator to formally or informally assess classroom instruction. As you know, there are three formats for observations: Formal, Informal and Walkthroughs. Formal observations are announced. Informal observations and walkthroughs may be announced or unannounced. Data chats are not permitted to be utilized in lieu of a classroom visit; however, data collected during data chats may be utilized towards the Instructional Practice Score (e.g. within Domain 2, Domain 3, and Domain 4). Elements within Domain 1 should not be scored as a result of a data chat.

Student Growth Updates

Updates on Student Growth calculations for K-3 and 11 & 12 teachers are forthcoming. Please read future JENC Newsletters for updates.

Scoring Clarification



Domain 1

Elements within Domain 1 may only be marked as a result of an observation (classroom visit or worksite visit for a non-classroom teacher). Scales are not required to be posted in classrooms at all times. Scales may be displayed on a projector, kept inside notebooks, etc. and referenced when appropriate. A scale, or the use of a scale, may not be evident during every observation depending on the progression of a given lesson. Element #1 (Learning Goals and Scales) should only be marked when it is a dominant element within a lesson. Element #6 (Organizing the Physical Layout of the Classroom) should not be marked for teachers who do not have a dedicated classroom (floaters).

Domain 2

An element(s) within Domain 2 should be rated* during formal observations, but may be rated during other observations and/or as a result of a conversation (when applicable).

Domain 3

At the end of the year, and upon completion of the Professional Growth Plan (PGP), all employees will be rated* for elements 50, 53, and 54 at a minimum of Applying. The employee may provide additional documentation to receive Innovating for those same elements. Elements 51 and 52 may be rated if they are applicable and included in the employee's PGP.

Domain 4

Elements within Domain 4 may be rated* through conversations and documentation (when applicable). Samples of documentation may include logs, agendas, etc. Portfolios are not a required form of documentation.

**Remember when you mark elements in Domains 2, 3 and 4 do not select an observation type in iObservation.*

JENC Tentative DECISIONS