

Teacher Evaluation Questions and Answers – Part 1

1. Will there be equity in student distribution per classroom? (ESE, ESOL, etc.)

We will follow the same policy we have in the past with equitable distribution of students being the model.

2. Will there be a parent survey to show parent satisfaction?

We will use the current parent survey provided by the District to identify parent satisfaction. Currently there is no plan to include the results into the evaluation.

3. Will the teacher evaluation observations be informal or formal?

The observations will be both formal and informal.

4. Does the class size affect accountability?

Class size is taken into consideration when calculating the student growth portion by the value added model.

5. How is this funded?

Race To The Top dollars are funding this initiative.

6. How are we to use this to complete the IPDP?

The IPDP process will not change for the 2011-2012 school year. Teachers can choose goals pertaining to the new evaluation system as an additional goal on their IPDPs.

7. What type of support will be offered if help is needed in different areas?

Professional development will continue to be made available for further support.

8. How often are we observed?

Teachers with two or more years of teaching will be formally observed two times per year. New teachers with less than 2 years of teaching will be formally observed three times per year.

9. How many elements of each domain have to be evident in order to be highly effective?

Rather than focusing on the raw number of elements, calculations will be based on percentage of elements observed at the innovating, applying, developing, beginning, or not using levels. In order to receive highly effective, a teacher must have 60% of his/her areas marked in innovating ~~and/or applying~~ (correction) and nothing marked in beginning or not using.

10. How many observations will need to be done in order to see the 41 elements?

Teacher Evaluation Questions and Answers – Part 1

It is not expected that all 41 elements be observed within one year.

11. Does administration have to have formal notes to share with each teacher?

Administrators will use observations templates to take formal notes on what has been observed.

12. If you are not demonstrating one of the elements, is administration going to be providing interventions in order for the teacher to be able to meet expectations?

Administrators will communicate areas of improvement/growth and work with the teacher to identify next steps for growth in those areas.

13. What type of documentation will be used for evaluation?

Observation templates will be used and can be found on the Staff Development and Employee Relations websites.

14. How will co-teachers be evaluated?

Co-teachers will be evaluated using the same observation form that includes 41 classroom strategies and behaviors.

15. Observations, Random or Scheduled?

Formal observations will be scheduled between the teacher and administrator(s). Informal observations will be random or scheduled.

16. What are the 10 things that an administrator wants to see when they enter a classroom?

Administrators are looking for evidence that the 41 classroom strategies and behaviors in Domain 1 are being used.

17. It sounds like an individual teacher's evaluation will be mostly determined by the one administrator that is over the department, is this the case and if so is there any recourse in the case of a poor evaluation?

Administrators will communicate with teachers to identify who will be making the observation. The District and the Union are continuing to discuss the possibility of an appeal process.

18. How can you limit the number of highly qualified teachers?

The new evaluation system will not limit the number of teachers that fall in the highly effective range.

19. How do the 41 Best Practices fit into the 9 areas discussed in the video?

Teacher Evaluation Questions and Answers – Part 1

The 41 classroom strategies and behaviors fall under the nine design questions identified in the podcast. A detailed graphic organizer that connects these components is available on the Staff Development and Employee Relations websites.

20. Can we get re-certification points for training in this?

Recertification points can be provided for trainings that follow the Florida Protocol Standards.

21. What happens when the pre-observation conference has taken place and then the observation has to be cancelled. Do we need to re-schedule the pre-observation conference again as well?

The pre-observation conference is provided to discuss the upcoming lesson. If the observation is cancelled, a new pre-observation conference will be scheduled to identify information about the new lesson.

22. What are the major differences in this new evaluation?

The major difference in this new evaluation system is that it is about growth. Unlike our previous evaluation system, this new system focuses on formative AND summative data.

23. Is there a mention of a course on AVATAR? Is this required? When will it be available?

A professional development opportunity called “The Art and Science of Teaching” is currently on Avatar. At this time, the course is closed but additional courses will be available soon.

24. Where is the common language chart?

A common language chart is being developed and will be provided on the Staff Development and Employee Relations websites.

25. When will we have the hard copy of the evaluation form?

The summative evaluation form is still under development and will be provided as soon as it is available.

26. How are the administrators evaluated?

Administrators have also been introduced to a new leadership evaluation for the 2011-2012 school year. The administrators will be evaluated using a system created by Dr. Reeves. To learn more about the administrator evaluation system, please visit the Leadership Development website.

27. Who was involved in the evaluation development besides Marzano’s company?

Teacher Evaluation Questions and Answers – Part 1

A Teacher Evaluation Committee has been created and consists of District-based administrators, school-based administrators, teachers, and United School Employees of Pasco County representatives.

28. Is it possible to receive higher than “needs improvement” the 1st year?

It is possible to receive higher than “needs improvement” during the first year. There are no pre-designed levels or expectations in the number of teachers receiving any evaluation rating.

29. Is there a numeric value for each category?

There will be a numeric value for each category identified in Senate Bill 736 (highly effective, effective, developing/needs improvement, and unsatisfactory). Further information on the summative aspect of the new evaluation system will be provided in additional podcasts in November and December.

30. How will a teacher be rated overall?

A teacher can be rated as highly effective, effective, developing/needs improvement, or unsatisfactory. “Developing” is the title used for teachers with less than 3 years of teaching. “Needs Improvement” is the title used for teachers with more than 3 years of teaching.

31. What interpretation of the word “transparent” do they mean to help implement the evaluation?

Continuous discussions are taking place with the United School Employees of Pasco on a regular basis. The process and all templates have been shared. Additional information is shared as the District receives it.

32. Will the results become public information?

Florida Statute currently exempts a teacher’s evaluation from disclosure for the school year following its issuance. (Example: A teacher’s 2010-2011 evaluation is not subject to a public records request until after the 2012-2013 school year.)

33. How does this system ensure administrator bias does not unfairly affect evaluation scores?

The administrators are taking part in a certification process to become certified observers. They must show mastery in the areas of scripting, scoring against a rubric, and feedbacking to teachers. The process of identifying a fair and objective evaluation is created through inter-rater reliability. Inter-rater reliability addresses the consistency of the implementation of a rating system.

34. What if scores aren’t available by evaluation deadlines?

The instructional observation side of the evaluation for teachers will be scored and available by the end of the school year. The student growth side of the evaluation for teachers will be scored and available in the fall of the next school year.

Teacher Evaluation Questions and Answers – Part 1

35. If I opt out of pay for performance is this tool still used?

Yes.

36. What if there is a major behavior issue occurring during a walk through?

If there is a major behavior issue occurring during a walkthrough, the administrator will do what they can to support the teacher in the situation. The administrator and teacher should then take the opportunity, at another time, to discuss what occurred.

37. Will there be video models of lessons that are deemed as “proficient”?

Video models of strategies used in a highly effective way will be provided as the technological platform for the evaluation system is identified in Semester 2.

38. How does technology available effect our evaluation?

The use of technology is identified in the 41 classroom behaviors and strategies. Administrators will take into account the availability of such technology.

39. How will the evaluation determine whether the teacher has met student achievement?

The calculation for the student growth portion of the evaluation will identify growth of individual students.

40. The “Best Practices” are these brand “new”, or compilation of previously inserviced “best practice” in our county?

The new teacher evaluation system was created by Dr. Robert Marzano. Dr. Marzano’s work is also the foundation for Pasco County’s Foundational Best Practices.

41. How much time outside of my work day/away from teaching time will it take to document my effectiveness?

Documentation of effectiveness will be identified within the school day.

42. How do you opt out of this program?

Senate Bill 736 outlines the expectation of a teacher evaluation system based on instructional practices and student growth. A teacher does not have the option to opt out of the process.

43. Are we held to same standards being an Alternative school as a mainstream school is? If not what are the exceptions?

Teacher Evaluation Questions and Answers – Part 1

All classroom teachers that service students following the course of a standard diploma will utilize the same 41 classroom behaviors and strategies. The District is still in the process of identifying categories of teachers for which differentiated standards will need to apply.

44. Does seniority have a place in this process?

Seniority does not play a part in this process, other than determining the number of formal observations that a teacher will receive.