

TEACHER EVALUATION COMMITTEE UPDATE

Submitted by: Sally Hacker, Beth Heavin, Terry West
Teacher Evaluation Steering Committee Co-Chairs



***Committee
Members
2016-17:***

Doug Bird, Tonya Brooks, Susan Campbell, Connie Deiwert, Troy Dice, Chelsea Fleming, Karen Gutsch, Sally Hacker, Beth Heavin, Jessica Hyde, Andrea Jahnke, Scott Johnson, Julie Lawson, Betsy Leavitt, Francine Lee, Nick Lyon, Jack Parker, Annie Paxson, Brooke Phillips, Beth Rugenstein, Kathy Sagorsky, Kara Siner, Terry West, and Catherine Zenor

As we prepare for observations and the evaluation process for another year, here are some clarifications and reminders for 2016 – 2017:

Reminders:

1. Goal Action Plans (GAPs) are due November 11, 2016.
2. As we do each year, the committee reviewed our rubric and made some changes. The new rubric is on line at www.centergrove.k12.in.us for your review.
3. The committee streamlined the rubric by combining some indicators and insuring that other indicators read across the rubric, HE, E, NI and I. The committee also collaborated to discontinue repetition throughout the rubric. As a result, there are fewer indicators that last year. Keep that in mind as you are observed throughout the year.
4. The final evaluation is a year-long process which includes documented observations, artifact reviews and administrative professional judgment. The administrator has the final determination on the rating for each teacher, as always.
- 5.

Clarifications:

1. In the past, Backwards Planning/Mapping had been included in a specific indicator on the rubric, 1.3. There is no change on the indicator. A good way for teachers to show Backwards Planning/Mapping is to provide their planning process to their administrator during a Domain 1/3 Conference and/or during classroom observations. This is still an important part of how teachers plan lessons/units for students.
2. Two other important areas for teachers to demonstrate their expertise are the use of Bloom's Taxonomy and Scaffolding with students. Teachers might see administrators mark these in indicators 2.3, 2.4 and/or 2.7.
3. If an indicator has multiple items to observe, your administrator will not mark that indicator until all have been observed. For example, in 2.5 the first indicator, transitions, routines and procedures are to be observed. When your administrator sees all three, the indicator will be marked.
4. In the revised rubric, terms such as "usually" and "sometimes" are included in various indicators. Administrators may mark these areas when they see them and/or make notations in the scripting throughout the observation process and then use the marks for consideration at the end of the year. Either way, the administrator will step back and review all of the observations to determine the final rating in that indicator.

When in doubt, always ask your administrator for clarification! Don't wonder...worry...or try to guess...