

Regional Meeting, October 11, 2022



Outline

- Provide an overview of resources available for evaluation in Docushare
- Understand contractual status and corresponding evaluation plan for 2022-2023
- Review the evaluation cycle
- Review the Frontline Professional Growth tool

Certificated Non-supervisory Employee Evaluation



Evaluation Resources

- Human Resources
- Which form do I use?
- Collective Bargaining Agreement

CERTIFICATED NON-SUPERVISORY EMPLOYEE EVALUATION

Everett Public Schools has negotiated three separate evaluation systems for non-supervisory certificated employees. The following outlines which staff may be evaluated by which process. The three separate categories are

TPEP Frontline Classroom Teachers

 ESA Frontline Counselors, School Psychologists, Speech/Language Pathologists, Occupational and Physical Therapists, Social Workers

3. ESA Frontline Librarians, TOSAs, and CRC Facilitators

CBA - Article 10, Evaluation Procedures

Teachers (1)	ESA (2)	ESA (3)		
CLASSROOM TEACHERS	EDUCATIONAL STAFF ASSOCIATES (School Psychologists, Speech/ Language Pathologists, Occupational and Physical Therapists, Counselors, and Social Workers)	LIBRARIANS, TEACHERS ON SPECIAL ASSIGNMENT, & CRC FACILITATORS		
TPEP Evaluation (Frontline) Comprehensive Focused Use Evaluation Selection form in Frontline. You do not need to send HR a paper copy.	Counselors and Social Workers (Frontline) Itinerant Staff (Frontline) Regular Evaluation Short Form A Short Form B Professional Growth Program (PGO) Use Evaluation Selection form in Frontline. You do not need to send HR a paper copy.	CRC Facilitators and TOSAs (Frontline) Regular Professional Growth Plan (PGP) Use Evaluation Selection form in Frontline. You do not need to send HR a paper copy.		

Evaluative Criteria, Rubrics, and Resources						
Classroom Teachers	Counselors and Social Workers	Librarians				
TPEP Danielson's Framework for Teaching Rubrics by WA State	Criteria for Analysis for Counselors and Social Workers (Appendix 6A)	Evaluative criteria for Librarians (Appendix 6C)				
The Framework for Remote Teaching	Itinerant Staff	ESA - Danielson's Librarian Framework for Teaching				
Special Education Resources	Criteria for Analysis – ESA Personnel (Appendix 6B)	CRC Facilitators & Teachers on Special Assignment				
		Evaluative Criteria for CRC Facilitators & Teachers on Special Assignment (Appendix 6D)				
		EPS ESA Danielson's CRC Facilitator & TOSA Framework				



Employee Contractual Status and Evaluation

Provisional

- Provisional 1 First year in EPS, no previous WA state experience
 - TPEP Evaluation Comprehensive
 - ESA Evaluation Regular (Long) Evaluation
- Provisional 2 Second year in EPS or first year in EPS with one year of experience in another WA state district
 - Evaluation Comprehensive
 - ESA Evaluation Regular (Long) Evaluation



Employee Contractual Status and Evaluation

Provisional

- Provisional 3 Third year in EPS or two years of experience in another
 WA state district and first year in EPS
 - TPEP Evaluation –Comprehensive
 - ESA Evaluation Regular (Long)
 - Evaluator <u>must complete 3 observations</u>
- Experienced Provisional First year in EPS with three years of experience in another WA state district
 - Evaluation –Comprehensive
 - ESA Evaluation Regular (Long) Evaluation



Employee Contractual Status and Evaluation

Continuing

- Satisfied provisional status either in Everett (observed using the 5 years Focus/Short/PGO model and the 6-year Comprehensive/Regular (long), or or as an Experienced Provisional (first year in Everett, evaluated using TPEP in WA State school district for two years)
 - TPEP Evaluation Classroom Teachers
 Comprehensive/Focused
 - ESA Evaluation Itinerant Staff and Counselors/Social Workers Regular (Long) Evaluation or Short form A, B, or PGO
 - ESA Evaluation CRC Facilitators, Librarians, and TOSAs
 Regular (Long Evaluation) or Professional Growth Plan (PGP)

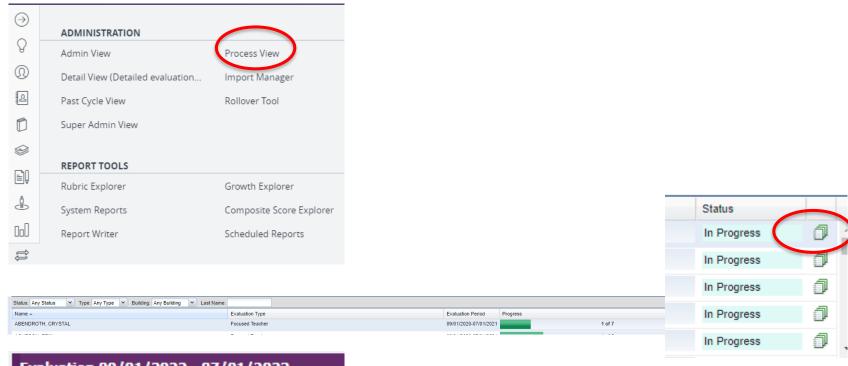


Evaluation Summary by Location

TELETCHR	2021 - 2022	TPEP-FOCUSED		O'CONNOR-WEAVER,		
TELETCHR	2020 - 2021	TPEP-FOCUSED	PROFICIENT	O'CONNOR-WEAVER,		Y
TELETCHR	2019 - 2020	TPEP-FOCUSED	DISTINGUISHEI	BEANE, MONIQUE J		
TELETCHR	2018 - 2019	TPEP-FOCUSED	DISTINGUISHEI	DICKERT, KRISTIN AN		
TELETCHR	2017 - 2018	TPEP-FOCUSED	DISTINGUISHEI	DICKERT, KRISTIN AN		
TELETCHR	2016 - 2017	TPEP-COMPREHENSIVE	PROFICIENT	DICKERT, KRISTIN AN		
TELETCHR	2021 - 2022	TPEP-FOCUSED		LEISING, SHELBY NIC		
TELMTCHR	2020 - 2021	TPEP-FOCUSED	DISTINGUISHEI	LEISING, SHELBY NIC		Y
TELMTCHR	2019 - 2020	TPEP-FOCUSED	DISTINGUISHEI	BJORGE, KRISTA J		
TELMTCHR	2018 - 2019	TPEP-COMPREHENSIVE	PROFICIENT	ENTLER, MITCH		
TELMTCHR	2017 - 2018	TPEP-FOCUSED	DISTINGUISHEI	SAMUELS, ANDRE D		
TELMTCHR	2016 - 2017	TPEP-FOCUSED	DISTINGUISHEI	SAMUELS, ANDRE D		
TELETCHR	2021 - 2022	TPEP-FOCUSED		LEISING, SHELBY NIC		
TELETCHR	2020 - 2021	TPEP-FOCUSED	DISTINGUISHEI	LEISING, SHELBY NIC		Y
TELETCHR	2019 - 2020	TPEP-COMPREHENSIVE	PROFICIENT	O'CONNOR-WEAVER,	3RD YR	
TELETCHR	2018 - 2019	TPEP-COMPREHENSIVE	PROFICIENT	BRENNER, KIMBERLY	2ND YR	
TELETCHR	2017 - 2018	TPEP-COMPREHENSIVE	PROFICIENT	BRENNER, KIMBERLY	N/C	

Evaluation Administration – Process Summary Past Cycle View





Evaluation 09/01/2022 - 07/01/2023 Evaluation 09/01/2021 - 07/01/2022 Evaluation 09/01/2020 - 07/01/2021 Evaluation 09/01/2019 - 07/01/2020 Evaluation 09/01/2018 - 06/30/2019 <u>Artifacts</u>

Student Growth Goals



Student Growth Goals

The evaluator and the teacher discuss student growth goals.

Student growth goals are due in Frontline the first Friday of December.

Comprehensive TPEP

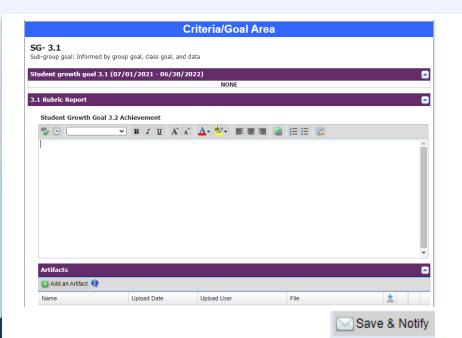
- Develop three student growth goals for criteria 3, 6, and 8
- Student growth goals shall align with language from the rubric

Focused TPEP

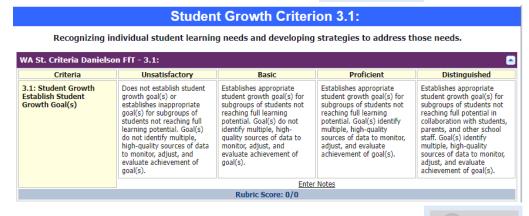
- If criterion 3, 6, or 8 is selected for the focused evaluation, the growth goal will be 3.1, 6.1 or 8.1 respectively.
- If criterion 1, 2, 4, 5, or 7 is selected for the focused evaluation, the growth goals need to be 3.1 or 6.1.

Frontline Student Growth Goals





- Teacher adds goals
- Teacher saves and notifies



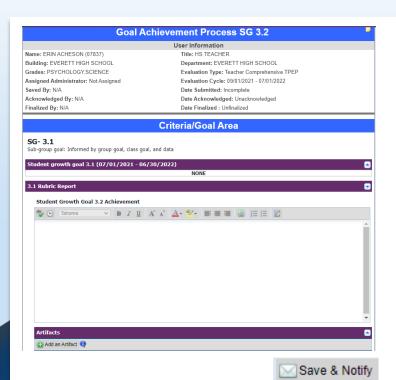
Evaluator scores goal

😱 Submit

Evaluator submits form

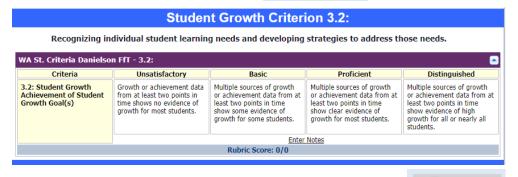
Frontline Goal Achievement





- Teacher adds achievement
- Teacher saves and notifies

😱 Submit



- Evaluator scores achievement
- Evaluator submits/finalizes

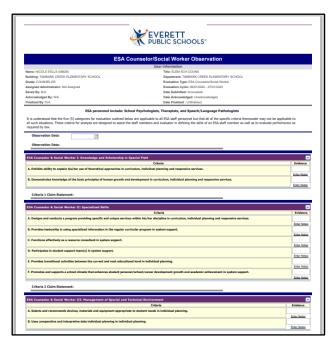
NEW Frontline ESA: Counselors and Social Workers

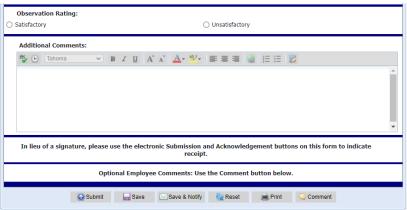


- Evaluator uses for Initial Selection Conference
- Evaluator completes and submits
- ESA acknowledges
- Evaluate finalizes by October 15
- Evaluator uses Frontline observation forms for Regular, Short Form A and B
- Evaluator uses Frontline Summative Evaluation form for Regular, Short Form A and B, and PGO

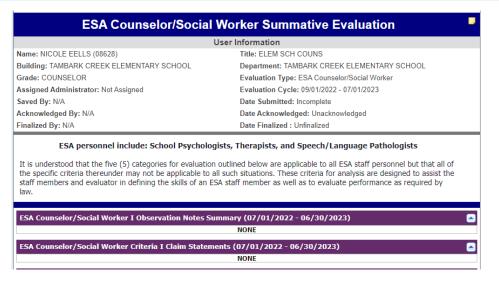


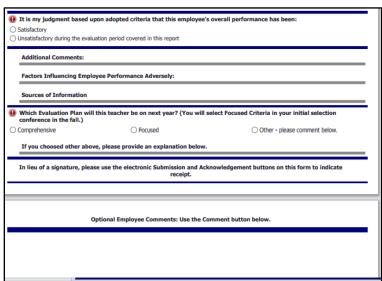
NEW Frontline ESA: Counselors and Social Workers Observation Form





NEW Frontline ESA: Counselors and Social Workers Summative Evaluation Form





Evaluation Cycle at a glance



Initial conference

- Conferences before October 15 each year
- Electronic evaluation selection forms submitted, acknowledged, and finalized in Frontline by October 15

Semester 1

- One formal observation completed/signed for each certificated staff (TPEP and ESA) by the end of Semester One. This year, February 3, 2023
- 90-day observation completed, acknowledged, submitted, and finalized— 90- day form now in Frontline
- Student Growth Goals due the first Friday of December. This year,
 December 2, 2022
- Provisional 3 observation completed, acknowledged, submitted, and finalized—Provisional 3 Only form now in Frontline

Evaluation Cycle at a glance



Semester 2

- One formal/informal observation acknowledged, submitted, and finalized for each certificated staff (TPEP, Librarians, TOSAs, CRC Facilitators, ESA) by the end of April.
- Summative evaluation completed, acknowledged, submitted, and finalized in Frontline two weeks before the last day of school. This year, June 8, 2023.

New this year!

<u>"Year at a Glance" guides</u>



Reminders

- Basic observations
 - Call your Regional and HR
- Teacher Performance Support Activities Log
- Call Human Resources for support
 - Chad Golden, Executive Director
 - Kevin Allen, Region 2
 - Mary O'Brien, Region 1-3
 - Randi Seaberg, Departments
 - Terri Odell, Region 2 Compensation & Certification
 - Stephanie North, Region 3 Compensation & Certification
 - Kylie Droullard, Region 1 and Departments Compensation & Certification