

JENC Newsletter

Deliberate Practice Score (10%)

- Teacher **Professional Growth Plans** were scheduled to be finalized by **4/28/2017**. Scores should be reflected in iObservation based on this **rubric**:

Highly Effective (4)	Effective (3)	Needs Improvement / Developing (2)	Unsatisfactory (1)
Grows 2 Levels	Grows 1 Level	No Growth	Element Not Rated During Any Observation
<u>Or</u> Rated Innovating			

- The rating of **Developing** will apply to those teachers classified as category 1A & 1B. The rating of **Needs Improvement** will apply to those teachers classified as category 2 teachers.

Instructional Practice Score (57%)

- All **Observations** (Category 1A & Targeted Observations) were scheduled to be conducted by **4/28/2017**.
- Final evaluations** are scheduled to be “signed and finished” in iObservation by **5/12/2017**.
- Scores should be reflected in iObservation based on this **rubric** for determining the Instructional Practice Score for FY17:

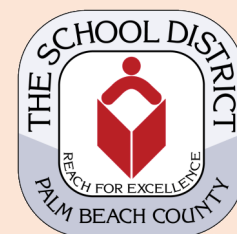
	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
CATEGORY 1A	≥51% of Ratings are at Level 4 (Innovating)	≥51% of Ratings are at Level 3 (Applying) or higher	≥51% of Ratings are at Level 2 (Developing) or higher	≥51% of Ratings are at Level 1 (Beginning) or 0 (Not Using)
CATEGORY 1B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

The Joint Evaluation Negotiations Committee is comprised of representatives from the Palm Beach County Classroom Teachers Association and the School District of Palm Beach County.

This team works together to construct contract language and the Classroom Teacher Evaluation System (CTES).

This newsletter will share tentative decisions and clarifications that have been made by this committee.

This newsletter contains information specifically related to discussions between January 2016 and April 2017.



Overall Final Evaluation Ratings for FY17

- The Teacher Evaluation System is made up of three scoring components, Instructional Practice (IP), Student Performance (SP) and Professional Practice (PP), the weighting system, along with the rating scale are depicted in the chart below which indicates the final evaluation ratings possibilities. The chart below identifies the weights of the three components along with the component rating scale and all possible scoring scenarios.

Teacher Evaluation Components

Component	Weight
Instructional Practice (IP)	57%
Student Performance (SP)	33%
Professional Practice (PP)	10%

Teacher Evaluation Component Rating Scale

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3.2 - 4.0	2.1 - 3.1	1.2 - 2.0	1.0 - 1.1

IP (57%)	SP (33%)	PP (10%)	Final Rating
4	4	4	4.0
4	4	3	3.9
4	4	2	3.8
4	4	1	3.7
4	3	4	3.7
4	3	3	3.6
4	3	2	3.5
4	3	1	3.4
4	2	4	3.3
4	2	3	3.2
4	2	2	3.1
4	2	1	3.0
4	1	4	3.0
4	1	3	2.9
4	1	2	2.8
4	1	1	2.7
3	4	4	3.4
3	4	3	3.3
3	4	2	3.2
3	4	1	3.1
3	3	4	3.1
3	3	3	3.0
3	3	2	2.9
3	3	1	2.8
3	2	4	2.8
3	2	3	2.7
3	2	2	2.6
3	2	1	2.5
3	1	4	2.4
3	1	3	2.3
3	1	2	2.2
3	1	1	2.1

IP (57%)	SP (33%)	PP (10%)	Final Rating
2	4	4	2.9
2	4	3	2.8
2	4	2	2.7
2	4	1	2.6
2	3	4	2.5
2	3	3	2.4
2	3	2	2.3
2	3	1	2.2
2	2	4	2.2
2	2	3	2.1
2	2	2	2.0
2	2	1	1.9
2	1	4	1.9
2	1	3	1.8
2	1	2	1.7
2	1	1	1.6
1	4	4	2.3
1	4	3	2.2
1	4	2	2.1
1	4	1	2.0
1	3	4	2.0
1	3	3	1.9
1	3	2	1.8
1	3	1	1.7
1	2	4	1.6
1	2	3	1.5
1	2	2	1.4
1	2	1	1.3
1	1	4	1.3
1	1	3	1.2
1	1	2	1.1
1	1	1	1.0

FY17 i-Ready Diagnostic Information

- For the **FY17 Teacher Evaluation**, the **iReady Diagnostic will be included in the Student Performance Rating of teachers in Kindergarten through Grade 3** as addressed in [Bulletin #PD 17-124 DSCOS](#).
- More specifically, iReady will be applied using the District cohort model for the Student Performance Rating. This model groups teachers into cohorts based on a measure of prior achievement (in this case the average scale score of their students on the iReady Fall Diagnostic). Teachers are placed into cohorts so that they are compared to others with similar students based on this prior achievement. Within each cohort K-2 teachers will be ranked based on the average growth in scale score between the Fall and Spring iReady Diagnostics.
- For Grade 3 teachers iReady will only be used to group teachers into their cohort. These teachers will be ranked within their cohort based on the average FSA scale score of their students.
- For additional information on the "cohort" model please visit growth.palmbeachschools.org. If you have any questions please email **Paul Houchens** at paul.houchens@palmbeachschools.org.

Updates to the Observation Schedule for FY18

Walkthrough Observations:

- Walkthrough observations **will not count** towards the teacher's evaluation score. Only informal and formal observations will be utilized for the teacher's evaluation score.

Informal Observations:

- Informal observations taking place immediately before or after the Thanksgiving, Winter and Spring breaks are strongly discouraged.

Formal Observations:

- The **pre-conference** for all formal observations **must take place face-to-face**.
- The date and time of all formal observations **must be scheduled** between the teacher and their observer.

Summer Training Opportunities

- The Department of Professional Development will be offering **trainings throughout the summer** related to the Palm Beach Model of Instruction. All administrators, teachers, coaches, and CTA leaders are highly encouraged to attend these sessions and learn together! You can register for any or all of these trainings through eLearning.
- The topics include:
 - * **Intro to Professional Learning Communities**
 - * **Standards-Based Lesson Planning**
 - * **Strategies for Standards-Based Instruction**
 - * **Monitoring for Mastery Through Formative Assessments**
 - * **Coaching for Deliberate Practice**
 - * **Providing Effective Feedback**