

Richmond Public Schools

Agenda Item

Date: March 19, 2012

Agenda Item: Other informational items

Agenda Description: Receive an update on the new teacher evaluation process. (BSC #3)

Presenter: Dr. Darlene L. Currie

Information:

The Virginia Department of Education established a work group to conduct a comprehensive study of teacher evaluation in July 2010. The resulting work was the revised Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers. The revised guidelines for teachers were approved by the Virginia Board of Education in April 2011 and become effective July 1, 2012. Richmond Public Schools (RPS) has been working on revising the evaluation system since last year. First, as part of the Teacher Incentive Fund (TIF) grant and then in the larger context of the division with representatives including teachers, principals, administration, Richmond Education Association and Virginia Education Association. The revised RPS evaluation system is called the Teacher Performance Evaluation System (TPES).

The Code of Virginia requires that teacher evaluations be consistent with the performance standards set forth in the Board of Education's Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers. Further, the Code requires the use of observations and measures of academic progress and recommends the use of student surveys, portfolios/documentation logs, and self-evaluation. The RPS TPES meets these criteria.

The RPS TPES has seven performance standards required by the Code. Performance standards refer to the major duties performed. They are (1) Professional Knowledge, (2) Instructional Planning, (3) Instructional Delivery, (4) Assessment of and For Student Learning, (5) Learning Environment, (6) Professionalism, and (7) Student Academic Progress.

The performance standards are weighted as indicated in the chart below.

Performance Standard	Percentage of Weight in the Overall Evaluation
(1) Professional Knowledge	10%
(2) Instructional Planning	10%
(3) Instructional Delivery	10%
(4) Assessment of and For Student Learning	10%
(5) Learning Environment	10%
(6) Professionalism	10%
(7) Student Academic Progress	40%

Performance standard 7, student academic progress (student learning), as determined by multiple measures of student growth, accounts for a total of 40% of the evaluation. At least 20% of the teacher evaluation will be comprised of student growth percentiles (SGP) for those teachers with

SGPs. Another 20% will be measured using other valid assessment measures. Teachers will write one annual student progress goal by which to be evaluated.

The chart below outlines the application of student growth percentiles and other growth measures.

Instructional Personnel	Application of Student Growth Percentiles	Other Growth Measures
Tier 1: Teachers of reading and math-SGP available-grades 4-8, Algebra I	20% of total evaluation based on median SGP	20% of total evaluation based on other growth measures
Tier 2: Teachers who support instruction in reading and math-SGP available	When aligned with individual, grade level, or school-wide goals, no more than 20% based on median SGP	20% or 40% of total evaluation based on other growth measures, depending on use of SGP
Tier 3: Teachers who have no direct or indirect role in the teaching of reading or math in grades where SGPs are available	Not applicable	40% of total evaluation based on growth measures other than SGP

Division representatives have been attending professional development sessions pertaining to the requirements of the evaluation system provided by the Virginia Department of Education at William and Mary and provided by the Virginia Association of School Superintendents throughout the school year. Professional development has been provided to the three SIG (schools in improvement) schools who have been piloting TPES this year and to the nine Teacher Incentive Fund (TIF) grant schools who are piloting TPES during the second semester. They will provide feedback about TPES prior to the July 1, 2012 division wide implementation.

Throughout this school year, TPES overview presentations have been made at Principals meetings, Assistant Principals meetings, and SIG and TIF schools. The TPES overview presentation was made at the March REA membership meeting. Ten Zone meetings are planned for teachers to attend to receive the TPES overview. The Zone meetings are scheduled as follows:

- Tuesday, March 20, 2012 – Huguenot High School: 3:00 p.m. and 4:30 p.m.
- Thursday, March 22, 2012 – Armstrong High School: 3:00 p.m. and 4:30 p.m.
- Tuesday, March 27, 2012 – George Wythe High School: 3:00 p.m. and 4:30 p.m.
- Thursday, March 29, 2012 – Thomas Jefferson High School: 3:00 p.m. and 4:30 p.m.
- Tuesday, April 3, 2012 – John Marshall High School: 3:00 p.m. and 4:30 p.m.

Written feedback and questions are being solicited at each meeting in an effort to address any concerns that may arise. Implementation planning will continue during summer 2012. Implementation of TPES will begin in the school 2012 – 2013 school year.