Teacher effectiveness evaluation:

The tandem approach to teacher effectiveness evaluation includes the annual evaluation and Professional Practice (PP) evaluation cycle. The annual evaluation aligns with state requirements and the PP cycle is an ongoing process that helps teachers and supervisors focus on continuous improvement.

Annual evaluation:

- Professional Practice (PP) cycle: June 1 to May 31
- Annual evaluation: By one week before last day of school for employees
- First formal observation: By December 9

Note that if a deadline falls on a weekend or holiday, the deadline will shift to the next work day.

The annual evaluation is the culmination of the PP cycle and the annual review of professional development needs. This rating informs the annual raise determination and advancement along the career ladder.

For most teachers, the end-of-year rating is determined by a composite score made up of leaders' feedback, student learning target, student data, and classroom observation.

For teachers that do not work primarily in delivering instruction, the annual evaluation is based on student learning targets.

Evaluation rating:

- Rating scale: 1 through 5
- 1: Unsatisfactory
- 2: Unsatisfactory with Improvement
- 3: Developing
- 4: Effective
- 5: Highly Effective

The burden of proof is on the teacher appealing the evaluation rating.

If a teacher receives an unsatisfactory evaluation rating, they may request a second evaluation. The second evaluation rating shall be based on the same assessment measures as the first evaluation rating but must be performed with new evaluators and will not include data from the first evaluation. Teachers who receive multiple unsatisfactory ratings may request an additional review.

Salary determination:

A teacher's merit increase is based on the annual evaluation rating. The amount of increase is determined by the school board or approved collective bargaining agreement.

For more information and resources about SLOs, visit the district's Blackboard site. Click the SLO icon.

For teachers with SLOs, the end-of-year rating is calculated using the student performance measure (SPM) score. This score reflects student learning progress.

The annual evaluation rating is based on where a teacher's SPM score falls within the annual evaluation scale, weighted, and combined to yield a single overall composite rating. If a teacher's SPM score falls above 30, their overall annual evaluation rating is based on the SPM score.

Evaluation cycle:

The evaluation cycle for BTU members and their supervisors is as follows:

- Professional practice: Formal classroom observations (40% total)
- Components:
  - Classroom teacher supervisors: Formal classroom observation
  - Other BTU employee supervisors: Other LETPS components
  - Other BTU members: LETPS components
  - Teachers: LETPS components
  - All employees: LETPS components

Feedback and performance:

For teachers receiving an unsatisfactory evaluation rating, feedback they receive during a conference with their evaluator, steps in the evaluation cycle can include:

- Initiating the PBES annual evaluation report
- Completing the formal observation
- Reviewing the classroom teacher observation
- Reviewing the input and observation forms
- Opening the annual evaluation report
- Completing the input and observation forms
- Reviewing and responding to the input and observation forms
- Reviewing and responding to the classroom teacher observation
- Reviewing and responding to the annual evaluation report
- Plugging and narrating the presentation

Guards specific to using Blackboard for SLOs are listed in the SLO course.

Teacher of the Year:

For example, a teacher who is a candidate for the Teacher of the Year program must meet the following requirements:

- Tenured classroom teacher with a history of strong performance
- Not on a Performance Improvement Plan (PIP)
- Not in their probation period

Those teachers who make this decision will not have formal observations or professional development cycle.

Other BTU employee supervisors:

- Classroom teacher supervisors:
  - Supervising teachers
  - Facilitating the Professional Practice (PP) cycle
- Other BTU members:
  - Facilitating the PP cycle
- Teachers:
  - Facilitating the PP cycle
- All employees:
  - Facilitating the PP cycle

Teacher of the Year:

If you are interested in being considered for Teacher of the Year, please reach out to the BTU Office of Innovation and Accountability.

If you believe you should have received notification from the Office of Innovation and Accountability, you can initiate a review request by filling out the Review Request form.

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