

# Evaluation Requirements for Teachers Rated Accomplished and Skilled

## For teachers rated accomplished for 2013-2014

How frequently a district evaluates teachers who received an accomplished rating in the previous year depends upon several factors. The district may decide to evaluate all teachers annually. Or, if the local board of education approved a policy and collective bargaining agreement before May 10, 2014, that allows for the evaluation of teachers rated accomplished every two years, this practice may continue until the current collective bargaining agreement expires. Evidence of the local policy and the date of board action must be documented in the electronic Teacher and Principal Evaluation System (eTPES) in fall 2014.

If the local board did not make a decision (by board policy before May 10, 2014) to evaluate teachers rated accomplished every two years, the district may elect to evaluate these teachers once every three years per Sub. House Bill 362. This means that a teacher rated accomplished at the end of the 2013-2014 school year will not be formally evaluated again until 2016-2017.

Board policy before May 10, 2014?	Requirements
Yes	<p>Board policy permits evaluation every two years. Accomplished rating is carried forward for the 2014-2015 year. <b>None</b> of the following are required:</p> <ul style="list-style-type: none"> <li>Formal evaluation;</li> <li>Observation or conference;</li> <li>Rating for student growth measures.</li> </ul> <p>Professional growth or improvement plan is <b>required</b> annually.</p>
No	<p>May evaluate teachers rated accomplished less frequently (every three years) per Sub. House Bill 362. During the years teachers are not formally evaluated, the following <b>are</b> required:</p> <ul style="list-style-type: none"> <li>Professional growth or improvement plan;</li> <li>One observation;</li> <li>One conference;</li> </ul> <p>Determine a rating for student growth measures and maintain a rating of average or higher to continue the less frequent evaluation cycle.</p>

## For teachers rated skilled for 2013-2014

Teachers rated skilled for last year may be evaluated annually or districts may choose to evaluate them every two years under Sub. House Bill 362. If a district elects to evaluate these teachers every two years, an observation, conference and a student growth measure score will be necessary during the year they are not fully evaluated. The evaluation schedule must be noted in eTPES in the fall of the school year.

<b>District-selected evaluation schedule</b>	<b>Requirements</b>
1) Every two years	<b>District-selected evaluation schedule</b> Professional growth or improvement plan; One observation; One conference; Determine a rating for student growth measures and maintain a rating of average or higher to continue the less frequent evaluation cycle;
2) Annual evaluation	Professional growth or improvement plan; Two 30-minute formal observations; Walkthroughs (informal observations); Student growth measure rating and performance rating; Final summative rating.

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