Our Philosophy

A purposeful change in our past culture and practice -

The focus is no longer on performance evaluation

The focus is, instead, on educators’ professional development and growth
A System for Professional Growth and Evaluation

- Clear standards of performance, uniformly applied
- Clear, timely and useful feedback
- No surprises or “gotcha”
- Evidence based
- Ongoing training for both educators and evaluators
Educator Handbook for Professional Growth and Evaluation, Forms and Resources

- **Handbook**
  - Describes timelines required by the contract
  - Outlines procedures to be followed by educator and evaluator
  - Provides answers to questions which have repeatedly arisen

- **The Evaluation Framework** (Appendix A)
- **The Evaluation Rubric** (Appendix B)
- **Forms** (Appendix C)
  - These are the only forms to be used during the evaluation process

- **Where?** PPS Connect > HR > Evaluation Toolkit
Core Components of the Evaluation Cycle

Informal observations occur throughout the Evaluation Cycle
Annual Probationary Educator Evaluation Cycle

The first Formal Observation (Forms 1-4) and the Formal Observation Summary (Form 5) must be completed by the last day of school prior to the winter break in December.

Mid-Year Goal Review (should be completed by end of January)

The second Formal Observation (Forms 1-4) and the Summative Evaluation Report (Form 6) must be completed by March 1.
Steps:

Goal Setting

Informal Observations (May occur any time during evaluation cycle)

Periodic feedback based on informal observations throughout the year.

Reflect on SMART goals progress
Revise goals as needed or communicate that goals will continue

Forms:

1

Mid-Year Goal Review (should be completed by end of January)
The Formal Observation (Forms 1-4) and the Summative Evaluation Report (Form 6) must be completed by May 1
## PROBATIONARY + CONTRACT EDUCATORS

<table>
<thead>
<tr>
<th>TIMELINE</th>
<th>STEP IN THE EVALUATION CYCLE</th>
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| **Prior to September 30 October 15** (this year only) | **Review Evaluation Process**  
In a staff meeting with all PAT unit members:  
- Reference Handbook  
- Discuss Framework  
- Review Process: Timeline; Goal Setting; Forms |
| **Prior to October 15 November 1** (this year only) | **Goal Setting Conference**  
- Educator brings draft of Goal Setting Form  
- Discuss goals and finalize Goal Setting Form  
- Schedule formal observation(s) and pre- and post-observation conferences (for probationary educators and contract educators in Supervised Year) |
| **Any time during cycle** | **Informal Observations** |
# Student Growth Goals

All Educators must use 2 Measures from Category 2

<table>
<thead>
<tr>
<th>Category</th>
<th>Types of Measures</th>
<th>Examples include, but not limited to:</th>
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<tbody>
<tr>
<td>1</td>
<td>State or National Standardized Tests</td>
<td>(Category 1 is not applicable in the 2014-2015 school year due to recent changes by the Oregon Department of Education.)</td>
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<td>2</td>
<td>Common National, International, Regional, District-Developed Measures – or –</td>
<td>ACT, ELPA, DRA, DIBELS, easyCBM, MAP, AP, IB, other national measures; or common assessments approved by the district or state as valid, reliable and able to be scored comparably across schools or classrooms;</td>
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<td>School-wide Measures – Everyone in the same grade/content area must use the measure within the school, but not everyone must use the measure as a Student Growth Goal</td>
<td>Student performances, portfolios, projects, work samples, tests, curriculum-based assessments</td>
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District Resources

- PPS-PAT Evaluation Committee
- District Professional Learning Teams
- Teachscape for
  - Educators
  - Evaluators
- Office of Teaching and Learning
- Oregon Department of Education
Thank You!