

TEACHER EVALUATION GUIDE SUPPLEMENT A

Independent Evaluator Process 2016-2017

INDEPENDENT EVALUATOR as part of TEACHER OBSERVATION Component

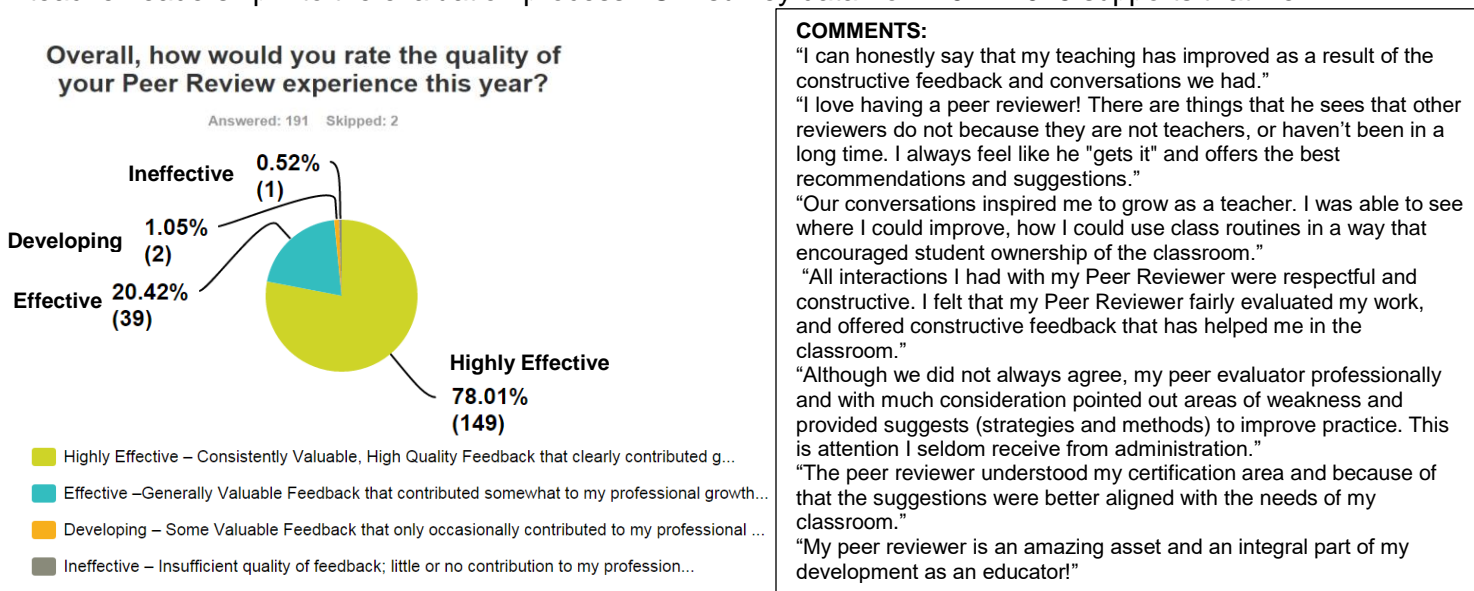
Evaluation by an Independent Evaluator (formerly CIT Peer Reviewer) is mandatory for teachers who received an APPR Composite or Transition Rating of “Ineffective” for the previous school year and is optional for all other teachers. The teacher’s professional practice will be evaluated by the teacher’s Administrator Supervisor (80% of Observation component) **AND** an appropriately trained CIT Lead Teacher/Independent Evaluator (20% of Observation component) who will each conduct multiple observations using the Teachscape Rubric.

The use of Lead Teachers as part of the evaluation process has always been part of Rochester’s Peer Assistance and Review (PAR) programs, and represents the highest principles of teacher professionalism and teacher leadership. Trained CIT Lead Teacher-Mentors use the same framework and rubric language that are used in teacher evaluation. As part of the negotiated APPR Agreement, the use of an Independent Evaluator builds these principles into the structure of our teacher evaluation process with the goal of improving instruction and supporting student learning.

CIT Independent Evaluators conduct classroom observations of teachers (in their field whenever possible) followed by rich learning-focused conferences. They provide verbal and written feedback, and then assign ratings for Domains 2 and 3 (Classroom Environment and Instruction) as part of the teacher evaluation process (80% of the APPR “Observation” component).

In Rochester, CIT Independent Evaluators are selected from a corps of trained Lead Teacher-Mentors. Lead Teacher-Mentors are vetted and selected by the collaborative CIT Governing Panel made up of teachers and administrators. They are well-trained in the Learning-focused Conversation skills that are the heart of an effective evaluation system with professional growth as its goal. In addition to their selection and training as mentors, Independent Evaluators must be recommended for this role by the CIT Governing Panel and successfully complete the Teachscape Proficiency Focus Assessment. Independent Evaluators must have a solid understanding of the Danielson Teachscape rubrics and apply them to the observation and evaluation process with minimal bias in order to provide feedback and fair, accurate ratings for teachers.

Research by Susan Moore Johnson and others suggest that a well-designed Peer Review program that is built on trust, communication, and credibility can provide subject matter expertise, classroom perspective, and teacher leadership into the evaluation process. CIT survey data from 2014-2015 supports that view:



INDEPENDENT EVALUATOR PROCESS FOR 2016-2017

In order to comply with changes in New York State education law, the recently signed 2016-2017 RCSD-RTA APPR Agreement includes an “Independent Evaluator” option to replace “Peer Review.” The changes in state law and the late adoption of the APPR Agreement in December significantly affect how we can implement this process for 2016-2017. We have a significantly shortened timeline, legal restrictions on evaluating peers in our own schools, and limited availability of reviewers, but we hope to preserve the opportunity to receive rich feedback from colleagues in our field. The goal is to ensure that our evaluation system includes meaningful professional growth.

The process below is for the 2016-2017 school year only:

1. **Contact:**

You will be contacted by your assigned CIT Lead Teacher Independent Evaluator (IE). The IE will describe the process, timetable, and forms to be used. This first meeting can take place as part of the Classroom Visit with Feedback.

2. **Classroom Visit(s) with Feedback:**

Your IE will watch you work with students, take notes, and engage in rich discussion about your teaching practice, and provide some targeted, informal feedback.

3. **Unannounced Observation**

Your IE will observe, take notes, and schedule a Post-observation Conference. You will discuss observation evidence, questions, and suggestions. The IE will provide rich written feedback aligned with Domains 2 and 3 of the Danielson *Framework for Teaching* rubrics. This feedback will be uploaded into PeopleSoft where you will have the opportunity to add comments and/or a rebuttal.

4. **Final Evaluation and Ratings**

Based on evidence from classroom visits, your IE will submit your **Final Evaluation** with ratings for components in Domains 2 and 3 of the Danielson *Framework for Teaching* rubrics. Evidence to support these ratings is documented as part of the Unannounced Observation and other written feedback. Components for which there is insufficient evidence may be unrated. You will meet to discuss these ratings with the Independent Evaluator. The Final Independent Evaluator Evaluation ratings will be uploaded into PeopleSoft where you will have the opportunity to add comments and/or a rebuttal.

Independent Evaluators should complete evaluations, ratings, and final conferences and complete the process in PeopleSoft by May 21 (April 30 for non-tenured teachers).

Independent Evaluator ratings will count as 20% of the APPR Observation Component.

Refer to the Teacher Evaluation Guide for additional information: www.rcsdk12.org/Page/37799.

Questions about the overall APPR process should be sent to APPR@rcsdk12.org.

Please address questions about the Independent Evaluator process to CIT@rcsdk12.org.