



## Rule Development Workshop

Public Input on Draft Rule Text 6A-5.030, FAC

# District Instructional Personnel and School Administrator Evaluation Systems



May 2015

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# Agenda

- Part 1: Overview presentation of authorizing statutes and content of draft rule. This is to provide what the law indicates should be in the rules and what the draft rule text is intended to accomplish.
- Part 2: Clarifying questions and answers. Audience participants may ask questions to clarify anything in the presentation or the draft text. DOE staff will provide responses or, if necessary, take questions back for later response.
- Part 3: Public Comments. Audience participants who wish to do so will make comments about the rule. Comments will be allowed to stand without response or debate from others.

## Input and Participation

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- Comments will be timed to allow all who wish to speak the opportunity to do so.
- We will gladly take comments as written statements.
- Input may be provided at anytime online at <https://app1.fldoe.org/rules/default.aspx> or [DistrictEvalSystRule@fldoe.org](mailto:DistrictEvalSystRule@fldoe.org).

# Input and Participation

- Types of input we are seeking to improve the rules:
  - Suggestions for changes or agreement with specific text in the rule (i.e., keep this..., delete this..., add this..., change this to read..., etc.).
  - To the extent that you can provide why, this will help us with context and help us track that same issue in other parts of the rule.
- Comments on whether the rule text actually accomplishes what the law and/or presentation indicates is intended.

## Rule Adoption Timeline

- April 14, 2015: HB 7069 became law, requiring rules be adopted by the State Board of Education by August 1, 2015
- April 27, 2015: Notice of Rule Development posted
- May 12 - 14, 2015: Rule Development/Workshops conducted for public input on draft text
- May 15 - 18 2015: Review public comments and revise rule text
- May 19, 2015: Publish rule for consideration by State Board of Education
- June 24, 2015: State Board meeting for consideration of rule for adoption
- July 28, 2015: If adopted, rule goes into effect for 2015-16 academic year



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# 6A-5.030, FAC

## District Instructional Personnel and School Administrator Evaluation Systems

**Content of the laws**

**Content of the rule**

## **Rule Authority and Content for 6A-5.030**

Section 1012.34 Florida Statutes (F.S.)

- Establish uniform procedures and format for the submission, review, and approval of district evaluation systems;
- Reporting requirements for the annual evaluation of instructional personnel and school administrators;
- A process for monitoring school district implementation of evaluation systems in accordance with this section.

# Standard and Purpose for District Educator Evaluations

Per section 1012.34, F.S.. teacher evaluations are:

- Designed to support effective instruction and student learning growth
- Results used when developing district and school level improvement plans
- Results used to identify professional development for instructional personnel and school administrators



# Standard and Purpose for District Educator Evaluations

- ❑ S. 1012.34(3)(a), F.S., performance evaluations must be:
  - Based upon the performance of students assigned to the educator's classroom or school
  - Conducted at least annually
  - Based on sound educational principles and contemporary research in effective educational practices

# Standard and Purpose for District Educator Evaluations

- Evaluations must differentiate among 4 levels of performance:
  - Highly effective
  - Effective
  - Needs improvement, or for instructional personnel in first 3 years of employment, Developing
  - Unsatisfactory
- State Board of Education must establish student growth standards for each performance level

## Evaluation Procedures and Criteria

- Evaluation criteria must include:
  - Performance of students
  - Instructional practice
  - Instructional leadership
  - Other indicators of performance

## Performance of Students

S. 1012.34, F.S., requires that the performance of students criteria:

- Are at least one-third of the performance evaluation based on data and indicators of student performance
- Include growth or achievement data of teacher's students of at least 3 years
  - If less than 3 years available, years for which data are available
- Proportion of growth or achievement may be determined by instructional assignment

## Instructional Practice

S. 1012.34, F.S., requires that the instructional practice criteria:

- Are at least one-third of the performance evaluation
- For classroom teachers, include:
  - Indicators based on Florida Educator Accomplished Practices (FEAPs)
- For instructional personnel who are not classroom teachers, include:
  - FEAPs
  - May include specific job expectations related to student support

# Instructional Leadership

S. 1012.34, F.S., requires that the instructional leadership criteria for school administrators:

- Are at least one-third of the performance evaluation
- Include indicators based upon each of the leadership standards adopted by the State Board of Education under s. 1012.986, including performance measures related to:
  - Effectiveness of classroom teachers in the school
  - Administrator's appropriate use of evaluation criteria and procedures
  - Recruitment and retention of effective and highly effective teachers, improvement in the percentage of instructional personnel evaluated at the highly effective or effective level, and other leadership practices that result in student learning growth.

## Other Indicators of Performance

Per s. 1012.34, F.S., remainder of performance evaluation may include, but not limited to:

- Professional and job responsibilities
- For instructional personnel, peer reviews
- Objectively reliable survey information from students and parents based on teaching practices
- Other valid and reliable measures of instructional practice

# Measurement of Student Performance

Section 1012.34(7), F.S.

- Requires Commissioner to approve formula for measuring student learning growth on statewide, standardized assessments in English/language arts and mathematics
- Permits selection of additional formulas, as appropriate for the remainder of statewide standardized assessments
- Requires the State Board of Education to adopt approved formulas into rule



# Measurement of Student Performance

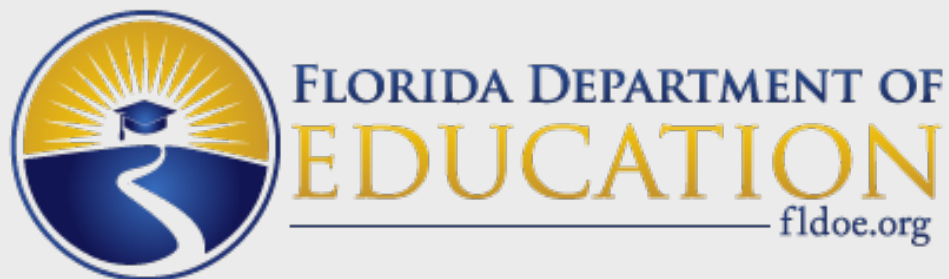
Section 1012.34(7), F.S., requires school districts to:

- Measure student learning growth using the formulas approved by the Commissioner
- Use the standards for performance levels adopted by rule for courses associated with statewide, standardized assessments no later than the year following the approval of a formula by the Commissioner
- Measure student performance using a methodology determined by the district for grades/subjects NOT assessed by statewide, standardized assessments

# Standard and Purpose for District Educator Evaluations

Section 1012.34, F.S., also requires:

- Timely feedback
- Observation instructions with indicators
- At least 2 evaluations per year for newly hired classroom teachers
- Evaluator training
- Informing personnel about the district's system
- Use of multiple data sources
- Use of system data for professional development and school improvement
- Parental input
- Teaching fields needing special procedures
- Annual review by district of its evaluation system
- Options to include peer review, assistance processes, input from additional personnel



# 6A-5.030, FAC

## District Instructional Personnel and School Administrator Evaluation Systems

**Content of the laws**

**Content of the rule**

## Sections of Proposed Rule 6A-5.0441

### **For your consideration and comment:**

1. Purpose of the Rule
2. Definitions
3. Content of Approved Evaluation Systems
4. Submission Process
5. Review and Approval Process
6. Implementation Monitoring
7. Reporting
8. Forms

## Section 1 - Definitions

- 15 technical definitions
  - Establishes common language of terms

## Section 2 – Content of Approved Evaluation Systems

- ❑ Statement of purpose per s. 1012.34, F.S.
- ❑ Performance of students
  - Percentage of evaluation based on performance of students. scoring system, and performance standards
  - School administrators, student performance measures
  - Procedures for newly hired classroom teachers
  - Confirmation of including current year performance data
  - Use of state assessment data with learning growth formula in evaluation of teachers assigned to state-assessed courses
  - District-determined performance measures for all other courses used for evaluations
  - District-determined performance measures for non-classroom instructional personnel

## Section 2 – Content of Approved Evaluation Systems

### □ Instructional Practice

- Percentage of evaluation based on instructional practice criterion, scoring system and standards
- Crosswalk from evaluation framework to Educator Accomplished Practices
- Observation instruments with indicators for classroom teachers
- Observation instruments with indicators for non-classroom teachers
- Procedures for conducting observations/collecting data for newly hired classroom teachers
- Processes for providing timely feedback to individual and how results will be used for individual professional development

## Section 2 – Content of Approved Evaluation Systems

### ☐ Instructional Leadership

- Percentage of evaluation based on instructional leadership criterion, scoring system and standards
- Crosswalk from evaluation framework to Principal Leadership Standards
- Observation instruments with indicators
- Procedures for conducting observations/collecting data and other evidence of instructional leadership
- Processes for providing timely feedback to individual and how results will be used for individual professional development



## Section 2 – Content of Approved Evaluation Systems

### Other Indicators of Performance

- Percentage of evaluation based on ‘other indicators of performance’
- Description of ‘other indicators of performance’ component, if district chooses to include
- Scoring system and performance standards applied to ‘other indicators of performance’

## Section 2 – Content of Approved Evaluation Systems

- Summative Evaluation Rating
  - Scoring process for final summative evaluation
  - Summative evaluation forms

## Section 2 – Content of Approved Evaluation Systems

### □ District Inputs

- Verification that evaluator is responsible for supervising employee
- Identification of evaluator positions
- Identification of others, if any, who provide input into evaluation
- Description of training programs to ensure all employees are informed of evaluation criteria/process before evaluation takes place
- Description of training programs to ensure evaluators understand proper use of evaluation criteria/procedures
- Mechanism for parents to provide input into evaluations
- Opportunity for instructional personnel to provide input into school administrator evaluation, if included by district
- Professional development process/program for those identified as less than effective

## Section 2 – Content of Approved Evaluation Systems

### Monitoring

- Process for district to monitor and evaluate effective use of evaluation criteria by evaluators
- Process for district to monitor effectiveness of system

### Additional Optional District Procedures

- Identification of teaching fields with special evaluation procedures
- Use of peer assistance process
- Process for amending educator's evaluation

## Section 3 – Submission Process

- ❑ Submit any time evaluation system is modified, amended
- ❑ Modifications/changes requiring submission/approval:
  - Research framework
  - Scoring system
  - Rubrics
  - Evaluation metrics added/deleted
  - Student performance measures or cut points
  - Observation or feedback process, including personnel who may contribute to evaluation
  - Any change that alters intent, measurement, or design

## Section 3 – Submission Process

- ❑ Modifications submitted using:
  - Instructional Evaluation System Template, Form IEST-2015
  - Administrative Evaluation System Template, Form AEST-2015
- ❑ All modifications submitted electronically to:
  - [DistrictEvalSysEQ@fldoe.org](mailto:DistrictEvalSysEQ@fldoe.org)

## Section 4 – Review and Approval Process

### □ Department review

- Department reviews submission to determine if complete evaluation system submitted per subsection 2 and format pursuant to subsection 3
- Written notice provided to district within 30 days of receipt identifying omitted elements, if any
- Written notification of approval status within 60 days of complete evaluation system
- Approval status designations:
  - ❖ Approved
  - ❖ Denied
  - ❖ Approval rescinded (through monitoring or modifications submitted and no longer in compliance with subsection 2)

## Section 5 – Implementation Monitoring

- District’s monitoring shall determine...
  - Effectiveness of evaluation systems on improvement of:
    - ❖ Student performance
    - ❖ Instructional practice
    - ❖ Instructional leadership practice
  - Evaluator accuracy and inter-rater reliability
  - Accuracy and consistency of feedback to evaluated employees
  - Consistency and fidelity of implementation of system at school and district level
  - Consistency and fidelity of implementation of local assessment results used to measure student growth and performance for evaluation purposes
  - Use of evaluation data to identify individual professional development
  - Use of evaluation data to inform school/district improvement plans



## Section 5 – Implementation Monitoring

- Department’s monitoring - at least once every 5 years:
  - Elements listed in district’s monitoring process
  - Required elements listed in subsection 2
  - Accuracy and consistency of feedback to evaluated employees
  - Continuous improvement monitoring by district
- Notification of monitoring visit at least 60 days prior to visit
- Monitoring visits begin 2016-2017
- 30 days prior to scheduled monitoring visit, district will submit report of results of its annual monitoring, including any improvements made to processes
- Department provides results of monitoring within 60 days

## Section 6 – Reporting

- Approved evaluation systems must be posted to district's website within 30 days of approval
- District must provide URL to Department to post on its website
- By December 31, annually, District must provide to Department performance evaluation results for instructional personnel and school administrators:
  - Results utilized in annual report required in law to include status of evaluation implementation
  - Annual report – published by February 1

## Section 7 – Forms

### **For your consideration and comment:**

Incorporation of forms by reference –

- Instructional Evaluation System Template, Form IEST-2015.
- Administrative Evaluation System Template, Form AEST-2015.
- Reference list of state-assessed courses with learning growth formula

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## Part 2: Clarifying Questions



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## Part 3: Comments





**Thank you for your participation!**



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