



PERA
PERFORMANCE EVALUATION REFORM ACT
REGION 12 – MEMBERSHIP KICKOFF, AUGUST 10, 2017



History

- ▶ Signed into law January, 2010
 - ▶ Effective June 13, 2011
- ▶ Concerns teacher and principal employment



What Does It Do?

- ▶ All teachers and principals must be evaluated
 - ▶ Pre-qualified evaluators
 - ▶ Must include evidence
 - ▶ Must include student growth (2016-2017)
- ▶ Four rating categories
 - ▶ Excellent
 - ▶ Proficient
 - ▶ Needs Improvement
 - ▶ Unsatisfactory



Who Has To Be Trained?

- ▶ All evaluators
 - ▶ Principals
 - ▶ Assistant Principals
 - ▶ Superintendents
 - ▶ Etc.
- ▶ School Board members
 - ▶ Required training



What Are the Required Components?

- ▶ Instructional framework (Danielson)
 - ▶ Based on research regarding effective instruction
 - ▶ Must address at least minimum basic categories of performance
 - ▶ Must Align with Illinois Professional Teaching Standards



Required Components (cont.)

- ▶ Tenured (Continued contractual service)
 - ▶ Must be evaluated at least once every two years
 - ▶ If Needs Improvement
 - ▶ Must be evaluated the following year
- ▶ Non-tenured
 - ▶ Must be evaluated every year
- ▶ Evidence must be gathered
 - ▶ Formal observation
 - ▶ Informal observation



Required Components (cont.)

- ▶ Tenured (Excellent or Proficient)
 - ▶ Minimum of two observations during evaluation cycle
 - ▶ One must be formal
- ▶ Tenured (Needs Improvement or Unsatisfactory)
 - ▶ Minimum of three observations during evaluation cycle
 - ▶ Two must be formal
- ▶ Non-tenured (all)
 - ▶ Minimum of three observations during evaluation cycle
 - ▶ Two must be formal



Required Components (cont.)

- ▶ Post-conference (Formal)
 - ▶ Evaluator must meet with teacher
 - ▶ Discuss evidence collected
 - ▶ Provide written feedback
- ▶ Post-conference (Informal)
 - ▶ Evaluator must provide feedback (orally or in writing)
 - ▶ Must provide opportunity for a face-to-face discussion



Required Components (cont.)

- ▶ Evaluation plan must provide consideration for:
 - ▶ Teacher attendance
 - ▶ Planning
 - ▶ Instructional methods
 - ▶ Classroom management
 - ▶ Subject competency
- ▶ Student growth
 - ▶ First 2 years – at least 25%
 - ▶ After first 2 years – at least 30%



PERA "Joint Committee"

- ▶ Composed of equal numbers
 - ▶ Administration
 - ▶ Association members
- ▶ A plan to incorporate data and indicators of student growth
- ▶ Any changes to the evaluation plan remain a mandatory subject of bargaining



Tenure

- ▶ Before PERA
 - ▶ Tenured
 - ▶ Probationary
 - ▶ Probationary teachers in final year (4)
- ▶ After PERA
 - ▶ Tenure granted after 4 consecutive years earning Proficient or better in year 4 and also in year 2 or 3
 - ▶ Tenure can be portable if statutory requirements are met
 - ▶ Tenure can be accelerated if teachers receive Excellent in first 3 years



Needs Improvement/Unsatisfactory

- ▶ Needs Improvement (tenured)
 - ▶ Must receive a professional development plan
- ▶ Unsatisfactory (tenured)
 - ▶ District must develop a plan for 90 school days of remediation within the classroom
 - ▶ Plan must include:
 - ▶ Consulting teacher
 - ▶ Multiple evaluations
 - ▶ Must be dismissed if fails to complete remediation plan with Proficient or higher



Domains (Danielson)

- ▶ Domain 1 – Planning and Preparation
- ▶ Domain 2 – Classroom Environment
- ▶ Domain 3 – Instruction
- ▶ Domain 4 – Professional Responsibilities



Domain I – Planning & Preparation

- ▶ Knowledge of content and pedagogy
- ▶ Knowledge of students
- ▶ Setting instructional outcomes
- ▶ Knowledge of resources
- ▶ Designing instruction
- ▶ Designing assessments



Domain II – Classroom Environment

- ▶ Respect and rapport
- ▶ Culture for learning
- ▶ Managing classroom procedures
- ▶ Student behavior
- ▶ Physical space



Domain III - Instruction

- ▶ Communicating with students
- ▶ Question and discussion techniques
- ▶ Engaging students
- ▶ Use of assessment
- ▶ Flexibility and responsiveness



Domain IV – Professional Responsibility

- ▶ Reflecting on teaching
- ▶ Accurate records
- ▶ Communicating with families
- ▶ Participation
- ▶ Professional growth
- ▶ Professionalism



Student Growth

- ▶ 25%-50% of summative rating
- ▶ Pre/Post-Test
- ▶ Student Learning Objectives (SLO)
- ▶ Mid-Point Checks
- ▶ Quarterly assessments
- ▶ Value Added/Algorithm
- ▶ Etc.



Honorable Dismissal List (RIF)

- ▶ Group 1 – nontenured teachers who (i) have not received a performance evaluation rating, (ii) are employed for one term or less, (iii) part-time as defined by the statutes
- ▶ Group 2 – teachers evaluated as *Needs Improvement* or *Unsatisfactory*
- ▶ Group 3 – teachers evaluated as *Proficient*
- ▶ Group 4 – teachers evaluated as *Excellent*



Joint RIF Committee

- ▶ Selected by the Board and the Association
- ▶ Consider issues identified in the reform legislation concerning the selection of teachers for RIF
- ▶ Must meet annually prior to December 1
- ▶ Notification and order of recall are controlled by statute



Grievable?

- ▶ Summative rating?
 - ▶ No
- ▶ Process used to determine rating?
 - ▶ Yes
 - ▶ Evidence collected
 - ▶ Score calculated
 - ▶ Procedures followed
 - ▶ Timeliness met
 - ▶ Etc.



What To Watch For

- ▶ Is the process fair?
 - ▶ Timing
 - ▶ Contributing factors
 - ▶ Retaliatory
- ▶ Is the process timely?
 - ▶ Has it met all timelines?
 - ▶ Was feedback given in a firm and manner that was helpful?
 - ▶ Were questions answered?



What To Watch For

- ▶ Is the rating evidence based?
 - ▶ Does the evidence justify the rating?
 - ▶ Is the evidence adequate?
 - ▶ Is the evidence complete?
- ▶ Is the process collaborative?
 - ▶ Suggestions for improvement?
 - ▶ Constructive/restructive
 - ▶ Open dialogue/discussion?



What To Watch For

- ▶ Is it consistent?
 - ▶ Similar to other evaluators?
 - ▶ Similar to other buildings?
 - ▶ Does it meet expectations?



What If You Disagree?

- ▶ Discussion with administration
- ▶ Inform your Association
- ▶ Written statement attached to summative



Resources

- ▶ ISBE website – isbe.net
- ▶ IEA website – ieaneq.org
- ▶ Local leaders
- ▶ Administrators
- ▶ Uniserv Director



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