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# KILLINGLY PUBLIC SCHOOLS

## TEACHER EVALUATION AND SUPPORT PLAN FLEXIBILITIES

### 2020-2021

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Killingly Public Schools is committed to engaging partners in reimagining educator evaluation and support for future years. The flexibilities listed below reflect the critical importance of the social and emotional learning and well-being of students and educators during the current academic year, while maintaining meaningful feedback and substantive evaluation of educators and administrators.

#### 2020-2021 District-wide Focus:

Domain 4: Professional Responsibilities and Teacher Leadership

*Teachers maximize support for student learning by developing and demonstrating professionalism, collaboration and leadership.*

- 4c. Working with colleagues, students and families to develop and sustain a positive school climate that supports student learning.

#### 2020-2021 School Based Goal:

Killingly educators will support student learning by implementing Social Emotional Learning (SEL) curriculum/practices with fidelity in conjunction with their School's Reopening Plan.

#### Samples of Summative Evidence:

1. Implement lessons with fidelity as seen on a weekly basis or exhibited through artifacts.
2. Provide ongoing age appropriate SEL activities to meet identified specific needs within cohorts.
3. Participate in conversations about SEL with appropriate stakeholders to ensure student support and success.
4. Actively engage in ongoing professional development focusing on SEL topics.
5. Strengthen families' knowledge and skills to support and extend SEL practices and foster connections within the school community.

## Observations, Coaching, and Support:

Our observation and meeting schedule has been designed to focus on administrative support and coaching conversations, as opposed to providing evaluation and numerical ratings. The adjustments below have been made in accordance with the CT SDE Flexibilities for 2020-2021. In accordance with SDE Flexibilities, Killingly Schools has adjusted the requirement for formal in-class observations, in favor of shorter informal observations to provide coaching and support. Killingly Schools recognizes that the traditional language in the CCT may not be applicable to all situations. Written feedback from these observations is designed to support teachers as we negotiate working with our students in a new learning environment. To accommodate this shift, the focus of conversations will be at the domain and not the indicator level.

### TEACHERS ON CYCLE A:

**Observations:** Three Informal Observations “Classroom Visits” (at least 20 minutes) with email feedback at the domain level for both Domain 1 (Classroom Environment, Student Engagement and Commitment to Learning) and Domain 3 (Instruction for Active Learning).

**Review of Practice:** Midyear review of practice (artifact driven conversation Domains 2 & 4).

*Note: All teachers in Cycle A for the 2020-2021 school year will remain in Cycle A for the 2021-2022 school year.*

### TEACHERS ON CYCLE B:

**Observations:** Two Informal Observations “Classroom Visits” (at least 20 minutes) with email feedback at the domain level for both Domain 1 (Classroom Environment, Student Engagement and Commitment to Learning) and Domain 3 (Instruction for Active Learning).

**Review of Practice:** Midyear review of practice (artifact driven conversation Domains 2 & 4).

## Required Documentation and Forms:

Summative ratings are waived for the 2020 -2021 academic year as a direct result of the disruption of the pandemic and executive orders affecting our educational system, including the waiver of student assessments and teacher evaluations in 2019-2020. This waiver of summative ratings means that teachers will not have a rating at the conclusion of 2020-2021. With the support of the review of practice and evidence collected by educators throughout the year, educators will complete a self-assessment, and evaluators will record evidence of support though the district’s summary of the educator support checklist.

In place of The Review Platform, these forms will be available through the [2021-2021 Evaluation and Support Forms](#) Google Drive.

## Recommended Timeline:

Killingly Public Schools recognizes that the recommended timeline will need to be flexible. The following timeline should be viewed as a recommendation. Goal-setting Conference will not take place due to District SEL goals

### OBSERVATIONS OF PRACTICE:

- Teachers on cycle A will be observed by December 30, January 31, and May 15.
- Teachers on cycle B will have their first observation prior to the midyear conference and their second observation by May 15<sup>th</sup>.

**MIDYEAR CONFERENCE** by February 28.

**END-OF-YEAR SUMMATIVE REVIEW** by last day of school.