



# METROPOLITAN SCHOOL DISTRICT OF LAWRENCE TOWNSHIP

FTEM Pilot School Administrative Procedures for Teacher Evaluation

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August 2, 2023

new changes

## 1. Teacher Evaluation

General Provisions: A Full Cycle observation includes a pre-conference, observation and post conference. *Days* as used in these administrative procedures shall be *school days*. The procedures in this section do not apply to growth and trend tracker feedback which does not constitute a full cycle observation. An evaluator is an administrator (primary/secondary). Non Evaluative feedback may be provided by others using the FTEM tool other than the designated primary and secondary evaluators such as Instructional Coaches and Team Leads ie. walkthroughs.

## 2. General Procedures FTEM

a. Within the first (1st) three weeks of each semester, each principal, or other appropriate administrator shall present the School District's teacher evaluation procedures to bargaining unit to newly hired teachers. FTEM Pilot Schools presentation shall include an explanation of the evaluation tool and forms as recommended by the District FTEM Guidance Team. Every effort will be made to provide each teacher (within this timeframe) the name of the administrator(s) who will be their primary, and if appropriate, secondary evaluator. A school leadership team will work collaboratively to protect the Full Cycle observation which includes a pre-conference, observation and post conference.

b. The evaluation instrument for certified general classroom teachers shall be the Focused Teacher Evaluation Model (FTEM). The FTEM teacher model also includes: **ENL teachers**, Interventionists, Resource teachers, Functional Academic teachers and Life Skill teachers. The non instructional rubric employee roles would include our itinerant staff. The non instructional rubric would include: Deaf/Hard of Hearing Teachers, Blind/Low Vision Teachers, Speech Language Pathologists, Instructional Specialists, (employees housed at LECC), School Psychologists, Counselors, Therapists, Project Search Teacher, Diagnostic Day Treatment Teachers and Non-public school teachers. **A teacher shall be evaluated with respect to his or her area of state certification.**

The criteria set forth in the Lawrence FTEM or RISE approved rubric may also be used to place a teacher on an Improvement Plan, the evaluating administrator will provide the teacher with observed and /or measurable deficiencies for improvement. The teacher shall be given the opportunity to utilize professional help. Professional help may include the support of certified personnel within the township, attendance at professional development, professional study, as well as other professional activities. Placement on the Plan will follow the procedures outlined in these guidelines. Teachers on Improvement Plans will have priority status with district instructional coaches (if applicable). Our FTEM Pilot principals are able to use Standard for Success for teachers on improvement plans as well. A case by case basis The criteria set forth in the Lawrence FTEM or RISE approved rubric may also be used to place a teacher on an IMPROVEMENT PLAN (Plan) and evaluate a teacher's performance with that Plan. If a teacher is pending the nature of what needs to be improved.

c. The summative evaluation will be acknowledged with a signed electronic signature. When doing a post conference you can click reviewed with the teacher.

d. All informal observations may be unannounced. Formal observations will be scheduled with the teacher and observer.

e. The administrator will not solicit the opinion of bargaining unit members for the purpose of evaluating the performance of other bargaining unit members. f. If a parent, guardian, MSDLT colleague, patron or student registers a complaint against a teacher that will be used in the evaluation process, the Administration shall inform the teacher of the nature of the complaint within three (3) days of receiving the complaint. A reasonable attempt shall be made to give the teacher an opportunity to respond to any parent, guardian, patron, MSDLT colleague or student complaint. If the complainant has requested that the teacher not be notified, the complaint shall not be used in an evaluation.

g. Teachers who are members of the LEA Association if they choose, may be afforded Association representation during any post observation/evaluation conferences. It should be noted and agreed to by all if the time is altered beyond seven days due to schedules of those invited by the teacher.

### 3. Observation Procedures

a. Each teacher will be observed with a minimum of 1 Formal observation cycle per semester. A formal observation cycle consists of a pre-conference, observation and post conference.

An informal observation will be a minimum of ten (10) minutes in length and an formal observation cycle will be a minimum of (30) minutes in length. A formal observation cycle may consist of more than one (1) visit within a forty-eight (48) hour period. Informal observations are unannounced. Formal cycle observations may not be scheduled, but should be announced.

One Formal cycle observation must be conducted every semester. The teacher or evaluator will conduct a pre observation conference prior to the observation. Any mandatory pieces of information that an evaluator would like to see during the observation (lesson plans, assessment scores, etc.) must be requested of the teacher *24 hours* prior to the extended observation.

The principal, assistant principal, or the appropriate administrator has the responsibility to observe the teacher. Observations may be made by either the primary evaluator and or a district administrator under extenuating circumstances (ie. up to the discretion of HR and LEA). Department Chair's, and eLearning Instructional Specialists (secondary) are also serving as evaluators. The primary evaluator performing at least one (1) of the Formal Observation cycles. No Formal observations/evaluations shall be conducted by peers in the bargaining unit.

b. An electronic summary of every Formal Observation cycle shall be made. This Formal observation may include areas of professional commendation and concerns that are observed during the teacher's contractual responsibilities.

c. For any informal observation(s) made the observer shall provide written feedback within three (3) days. If deficiencies are noted during an informal observation, a post observation conference may be scheduled at the request of the administrator or teacher to discuss the deficiencies.

For any formal observation(s) conducted, the observer shall schedule and conduct a post observation conference(s) with the teacher within seven (7) school days of the date the formal observation was conducted. The teacher shall receive a draft of the written summary with an invitation to collaborate on the Formal observation prior to the post observation conference. If there are any changes made to the written summary prior to the conference, the revised summary must be forwarded to the teacher in advance of the post observation conference. If there are any changes in the written summary as a result

of information shared at the post observation conference, the teacher shall receive the revised electronic written summary within ten (10) school days of the post observation conference.

d. If the observer notes any deficiency (ies) in the teacher's performance during the Formal observation, the deficiencies shall be noted on the written summary. The observer may place the teacher on a forty-five (45) day IMPROVEMENT PLAN. The observer will work with the teacher to establish specific written recommendation(s) for improvement in the case of any deficiency (ies). The teacher shall be given the opportunity to utilize professional help in an attempt to improve the deficiency (ies). Professional help may include the support of certified personnel within the township, attendance at professional development, professional study, as well as other professional activities.

#### 4. Procedures for Improvement Plans

Improvement Plans are in effect for a minimum of forty-five (45) days. The plan goes into effect the day the evaluator reviews the plan with the teacher. Evaluators will identify and review specific areas of deficiency based on a Formal Observation. The Plan will outline the specific evidence necessary to improve the level of performance by the teacher. Performance should be measurable. Suggestions, resources, strategies, and support necessary for improvement may be determined by the evaluator and the teacher. There should be ongoing communication between the evaluator and the teacher throughout the duration of the plan. The teacher should have an opportunity to have input into the identification of resources outlined in the plan. Teachers on improvement plans will have priority with the district instructional coaches and Team Leads (if applicable).

At the end of the forty-five (days), the evaluator shall conduct one (1) thirty (30) minute minimum Formal Cycle Observation of the teacher to evaluate the teacher's level of performance in the previously determined area(s) of deficiency noted on the Improvement Plan. The post observation conference will be held within ten (10) days of the Formal observation. The Formal observation notes should be provided to the teacher five (5) days in advance of the conference. At the post observation conference, the evaluator will recommend the teacher be (1) removed from the plan, (2) continue the plan, or (3) notified of the intent to move to cancel the teacher's contract. The recommendation to cancel the contract of a teacher based on the evaluation process shall not be made if the teacher has not been given at least forty-five (45) days on an Improvement Plan

Whenever a teacher is placed on an Improvement Plan, the building principal will inform the Chief Human Resources Officer, who will, in turn inform the Association President.

If either the teacher or evaluating administrator is absent during any of the above timeframes, the time period will be extended by the number of the school days of the absences.

#### 5. Evaluation Procedures

a. A teacher shall be evaluated for all professional instructional responsibilities in the building. A teacher assigned to two (2) or more schools shall be evaluated by the primary evaluator, which will be the principal, the assistant principal, or appropriate administrator of the two (2) or more schools where the teacher

is assigned the greatest amount of time. However, an administrator at the other school may be the secondary evaluator.

b. At least one (1) teacher summative evaluation shall be completed each school year for all teachers.

c. Any deficiency (ies) noted on the teacher evaluation shall have been previously addressed in writing. **This includes all Domains** pertaining to Formal/Informal observations, feedback notes, and **professionalism**.

d. The appropriate teacher evaluation forms shall be prepared and both parties shall have the opportunity to sign and date the appropriate form within five (5) school days of the evaluation conference. A teacher's electronic signature indicates that he or she has examined this document but such signature does not necessarily mean that the teacher agrees with its contents. The final Formal observation must take place at least ten (10) days prior to the last teacher day. Every effort will be made to hold summative evaluation conferences prior to the last teacher day.

e. If a teacher so desires, he or she may write a response to any evaluation that such teacher receives within 14 days of the observation. This response shall be uploaded and attached to the teacher's documentation as an artifact, with a hard copy placed in the teacher's hard copy personnel file, if requested by the teacher. This placement shall be witnessed by the teacher and by a person selected by the teacher if the teacher so desires.

f. A teacher receiving a summative rating of INEFFECTIVE may request and be granted a conference with the superintendent prior to the start of the new school year. All requests must be submitted in writing to the Superintendent or the Chief Human Resources Officer.

g. The recommendation to cancel the contract of a teacher for the grounds of "Incompetence" in accordance with these Administrative Guidelines shall not be made if the teacher has not been given forty-five (45) days on an improvement plan to correct the deficiency(ies) noted on the Formal observation/or evaluation that prompted the improvement plan.

h. Extended Absences: If an unplanned extended leave is necessary causing the teacher to be in attendance fewer than 120 days, the teacher's approved student achievement results are therefore not appropriate and will not be included in the summary evaluation. The percentage of the teacher's summative rating that would have been based on student achievement data (up to 25%) will be added to the percentage based on that teacher's effectiveness rubric.

If a teacher has been placed on an Improvement Plan and takes an approved leave prior to the completion of the forty-five (45) days, upon the return of the teacher, the Plan continues from the point at which the teacher began the leave.

i. Retiring Teachers: Evaluators have the option to complete Formal observations and summative evaluations for teachers in good standing submitting their letters of retirement by March 1<sup>st</sup> to be effective by the last teacher day or sooner to the Chief of Human Resources. For these teachers, routine walkthroughs and or observations may be conducted by evaluators.

j. Teachers hired at the beginning of second semester will have one formal observation and possible informal observations. A teacher hired after March 1st should be given feedback through walk throughs or an informal observation which would be an incomplete evaluation.

**If hired at the beginning of the second semester the evaluation should be finalized.**

#### 6. Teacher's Files

Upon request, teachers shall be permitted to see all materials in their files with the exception of confidential pre-employment reference information. For the purpose of these guidelines, "files" shall mean the hard copy permanent personnel file, which is kept at the Administrative Offices, and the principal's personnel file, which is kept in the building. After examining his or her file(s), the teacher may request and shall be granted a discussion with an administrator(s). At such a meeting the teacher may have a person of his or her choosing and/or no more than one (1) Association representative present. If the teacher wishes, he or she may prepare a signed and dated response to, or explanation of, any material already in the file or any material about to be placed in the file. The response or explanation shall be attached to the material before placing it in or returning it to the file. The teacher and a person of his or her choosing shall

witness the placement if the teacher so requests. All materials included in these files shall be labeled with an identification of a source by name. The teacher shall have the right to duplicate all materials included in these files with the exception of confidential pre-employment reference information.

## 7. Class Observations

If persons other than administrators and coordinators of the School Corporation (parents, community members) desire to observe a class in session, the principal, before granting approval, shall consult with the teacher(s) involved regarding the request to determine the most convenient and appropriate time for the observation.

All Guidelines for Online Teacher Expectations and Observation will continue to be developed (and are subject to change) by the FTEM Guidance Team and reviewed by the District Evaluation team.

## 8. Online Teacher Expectations & Observations

Evaluators will be conducting online observations (informals or formals ) for online virtual instruction. "E-Learning Expectations for all MSDLT Staff"

- Posting assignments on Seesaw or Canvas
- Daily and or weekly communication to family pending roles
- Provide weekly guidance and feedback to students/families
- Monitor student usage-attendance
- Participation in staff meetings, PLCs, and PD meetings
- E-Learning Expectations are aligned and integrated into FTEM Domains

### Guardrails provided to Evaluators

- If the principal does not see appropriate lesson planning or feedback to students in the learning management system, he/she will contact the teacher for a meeting to discuss. The principal also alerts their Director and the Chief of Human Resource.
- Chief of HR will communicate with the Lawrence Education Association President and the number of teachers impacted.
- A teacher who fails to meet E-Learning expectations may be subject to progressive discipline measures, including a recommendation of cancellation of the regular teaching contract. We have had less than .003% of teachers in this category in the past.

**FTEM Pilot Priority elements** There are three new priority elements added for the 2023-24 school year. All 23 elements will be available for scoring but not required. All 14 Priority elements must be scored.

The following priority indicators are scored for at least one throughout the year:

- Elements for 23-24 School Year (New)
  - Aligning Resources to Standards (New)
  - Using Engagement Strategies Planning (New)
  - Providing Feedback and Celebrating Progress (New)
- Planning Standards-Based Lessons/Units
- Organizing Students to Interact with Content
- Communicating High Expectations for Each Student to Close the Achievement Gap
- Identifying Critical Content from the Standards
- Helping Students Process New Content
- Using Questions to Help Students Elaborate on Content
- Maintaining Expertise in Content and Pedagogy.
- Planning to Close the Achievement Gap Using Data
- Using Formative Assessment to Track Progress
- Establishing and Maintaining Effective Relationships in a Student-Centered Classroom

- Helping Students Examine Their Reasoning

### FTEM Guidance Team Agreements

- Walkthroughs could be informal and used toward positive growth and trends
- Multiple points of other observers would use the FTEM tool for growth and feedback. Scores not included in finalization
- Professional development will be provided evaluators on giving feedback in a virtual environment
- Annually the FTEM Guidance Team will review, edit, discuss FTEM Eval Admin Guidelines as we go through the pilot.
- **GROWTH PLAN: This will be the second year in which Growth Plans will be implemented for all schools in 2023-24.** Growth plans start in August and conclude by May 1st. A growth plan should be kept open as long as a teacher is striving toward more learning on that element. A teacher may choose any element they would like to focus upon. Teachers may choose an element from Domains 1, 2 and 3. ~~Schools new to the Growth Plan in 2022-23 will be scored according to the pilot agreement in which they will not be negatively impacted according to their last score in SFS.~~
- FTEM Planning Conference questions have been changed as a result of a staff survey

### FTEM Schools will use Domains to show teacher scores

- Recommended weight for each domain
  - Domain 1: Standards Based Planning: 30%
  - Domain 2: Standards Based Instruction: 30%
  - Domain 3: Conditions for Learning: 30%
  - Domain 4: Professional Responsibilities: 10%
- **Proficiency Scale** Numeric Rating Ranges

From	To	Proficiency Level
3.5	4	Highly Effective
2.5	3.49	Effective
1.5	2.49	Developing
0	1.49	Unsatisfactory



