Embrace the Opportunity: Virginia's Uniform Performance Standards and Evaluation

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Background

• Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers
• Effective July 1, 2012
• Implementation by local school divisions

General Information

• Performance-based evaluation on seven standards
• Standard level v. indicator
  • Preponderance of evidence
• Multiple data sources
• Four point rubric/scale

Seven Standards

1. Professional Knowledge
2. Instructional Planning
3. Instructional Delivery
4. Assessment of and for Student Learning
5. Learning Environment
6. Professionalism
7. Student Academic Progress

Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers. Available from
Data from Multiple Sources

• Formal observations
• Informal observations
• Student surveys
• Portfolios/Document logs
• Self-evaluation

Standard 7: Student Academic Progress

• Option 1: Student Growth Percentiles

  • “At the student level, SGPs describe the progress students make from one year to the next compared to students with similar SOL achievement history. This provides an understanding of how much progress students made based on where they started – regardless of whether they started as low, moderate, or high achieving students.”
Standard 7: Student Academic Progress

• Option 2: Student Achievement Goal Setting

• “Depending on grade level, content area, and learner’s ability level, appropriate measures of learner performance are identified to provide information on learning gains. Performance measures include standardized test results as well as other pertinent data sources. Teachers set goals for improving Student Progress based on the results of performance measures. The goals and their attainment constitute an important data source for evaluation.”
More About Student Achievement Goal Setting

• Goals should be SMART:
  • Specific
  • Measurable
  • Appropriate
  • Realistic
  • Time-limited
• If using this method, administrators need to ensure the goals are valid, rigorous, and equitable among teachers.

Teacher Tiers

• **TIER 1**: Teachers of reading and mathematics for whom student growth percentiles are available (4-8 English/Math Classes)

• **TIER 2**: Teachers who support instruction in reading and mathematics for whom student growth percentiles are available

• **TIER 3**: Teachers who have no direct or indirect role in teaching reading or mathematics in grades where SGPs are available

Final Thoughts...

• Overall summative evaluation
  • Standards 1-6: 10% each
  • Standard 7: 40%

• Alignment of goals

• Evaluation by administrative team

• Embrace the opportunity!
Resources

• Virginia Department of Education
  • Licensure
    • Performance & Evaluation
  • Virginia Association of School Librarians
    • http://vaasl.org

• William and Mary Training Materials Site
  • http://va-sig-training.wmwikis.net/