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

Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers. Available from
http://www.doe.virginia.gov/teaching/performance_evaluation/index.shtml

General Information

- Performance-based evaluation on seven standards

- Standard level v. indicator

  - Preponderance of evidence

- Multiple data sources

- Four point rubric/scale

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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

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Data from Multiple Sources

- Formal observations

- Informal observations

- Student surveys

- Portfolios/Document logs

- Self-evaluation

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Standard 7: Student Academic Progress

- **Option 1: Student Growth Percentiles**
  - "At the student level, SGPs describe the <u>progress students make from one year to the next compared to students with similar SOL achievement history</u>. 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."

DRAFT Yourtown Virginia Teacher Evaluation Handbook Version 2. Available from
http://va-sig-training.wmwikis.net/Yourtown+Handbook

Standard 7: Student Academic Progress

- **Option 2: Student Achievement Goal Setting**
  - "Depending on grade level, content area, and learner's ability level, <u>appropriate measures of learner performance are identified</u> to provide information on learning gains. Performance measures include standardized test results as well as other pertinent data sources. <u>Teachers set goals</u> for improving Student Progress based on the results of performance measures. The <u>goals and their attainment constitute an important data source for evaluation</u>."

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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.*

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Teacher Tiers

- <u>TIER I</u>: Teachers of reading and mathematics for whom student growth percentiles are available (4-8 English/Math Classes)

- <u>TIER 2</u>: Teachers who support instruction in reading and mathematics for whom student growth percentiles are available

- <u>TIER 3</u>: 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
    - http://www.doe.virginia.gov/teaching/performance_evaluation/index.shtml
- William and Mary Training Materials Site
  - http://va-sig-training.wmwikis.net/
- Virginia Association of School Librarians
  - http://vaasl.org