

08/13/13 10:30 AM

Regular School Board Meeting301 Fourth Street SW
Largo, FL 33770**Pinellas County
Schools****SCHEDULED****REQUEST FOR APPROVAL (ID # 4149)**

August 13, 2013

TO: MEMBERS OF THE SCHOOL BOARD OF PINELLAS COUNTY

FROM: Michael A. Grego, Ed.D., SUPERINTENDENT

SUBJECT: Request Approval of the Revisions to the Teacher Evaluation System and Non-Classroom Instructional Evaluation System

RATIONALE:

Florida districts are required to resubmit revisions/additions to their Evaluation Systems to the Florida Department of Education for review and approval. The district has made revisions to how student performance data is used in teacher and non-classroom instructional staff evaluations.

ALTERNATIVES:

- . Approve the Revised Teacher Evaluation System and Non-Classroom Instructional Evaluation System for submittal to the FLDOE for review and approval.
- . Do not approve the Revised Teacher Evaluation System and Non-Classroom Instructional Evaluation System for submittal to the FLDOE for review and approval.

RECOMMENDATION:

Alternative #1 is recommended.

BACKGROUND:

The School Board previously approved a Teacher Evaluation System and a Non-Classroom Instructional Evaluation System submitted to the FLDOE for review and approval in 2011. Revisions were made and approved January 2013. The state granted approval of both systems and the submitted revisions.

Based upon the feedback of stakeholder groups and changes in statutory requirements, revisions to performance review rubrics and the student performance data used in evaluation systems have been made. The revisions will be applied to 2013-2014 evaluations.

Revisions to the rubrics include changes to expectations 3.1 Performs Professional Responsibilities (FEAP b1) and 3.2 Engages in Continuous Improvement for Self and School (FEAP b2). The revisions create consistency in these indicators across all rubrics and instructional staff members. Previously, indicators within these two expectations were not consistent across all evaluations. These revisions apply to the following rubrics: Teacher, Counselor, Instructional Coach, Library Media Tech, Non-Classroom Instructional, Psychologist, Physical Therapy-Occupational Therapy, Social Worker, and Speech Language Pathologist. Within the teacher rubric, indicator 1.2c was revised to reflect the appropriate use of instructional delivery models in addition to gradual release.

The revisions to the use of student performance data reflect changes in statute due to SB 1664. A cross functional group, including representation from Assessment, Accountability, and Research (AA&R); Exceptional Student Education; the FTE Office; the Pinellas County Teachers Association (PCTA); Professional Development; Student Services; Teaching and Learning; and Technology Information Services (TIS) identified data for use in classroom teacher and non-classroom instructional staff evaluations that relates as directly as possible to the individual students taught and the roles and responsibilities of the position.

All Florida districts including Pinellas are required to submit any revisions to evaluation systems they will implement to the Florida Department of Education for approval.

IMPACT STATEMENT:

If approved, the required documentation will be submitted to the Florida Department of Education. If not approved, the changes will not be applied to the 2013-2014 evaluations. Additional revisions to the use of student performance data would be created and resubmitted to the School Board for approval prior to submission to the Florida Department of Education and implementation of the 2013-2014 evaluation systems.

DATA SOURCE:

Human Resources Department
Lisa Grant, Director, Professional Development

SUBMITTED BY:

Ron Ciranna, Assistant Superintendent, Human Resources Services

ATTACHMENTS:

Proposed Rubric Revisions
Student Performance Data Chart

ATTACHMENTS:

- Proposed Rubric Revisions 2013-14 (PDF)
- SB workshop_Data Plan Draft_july 2013 update (PDF)