

SEA Proposal: Evaluation

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TA Updated

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Note: Any language not included in the section below remains unchanged.

26A.0 EVALUATION OF CLASSROOM TEACHERS

26a.6 Evaluation Cycle. There are two kinds of evaluations for classroom teachers: comprehensive and focused. Certificated employees subject to the provisions of this evaluation cycle shall not include those certificated employees hired on or after October 1 to replace certificated employees who have been granted leave. See RCW 28a.405.900.

- 26a.6.1 A comprehensive evaluation must be completed for:
- Classroom teachers who are provisional employees;
 - Any classroom teacher who received a summative evaluation performance rating of Unsatisfactory or Basic in either of the previous two school years; and
 - All other classroom teachers at least once every ~~four~~ six years.

26a.7.3 Self-Assessment and Professional Growth Activities. After the summative conference of the previous school year and prior to the end of September, each teacher will reflect on their practice, complete a self-assessment of their professional practice under the adopted instructional framework and identify professional growth activities in a format approved by the District and Association. A self-assessment of all criteria and components will be done in the eVAL tool and shared with the evaluator.

26a.9.4 Post-observation Conference. Together, the teacher and evaluator arrive at a performance rating for the observed components within each criteria. In the event that the evaluator and teacher cannot come to agreement, the teacher will be given an opportunity to provide additional evidence of the teaching experience. Any formative assessment scores derived from the observation cycle will be documented in eVAL. The post-observation conference should include discussion of areas of strength, areas of growth and next steps.