

Transitioning Educator Effectiveness To Full Implementation Over Three Years

Non Tenured and Ineffective Teachers:

Beginning with the 2013-2014 school year, Non-tenured or Ineffective Teachers will be evaluated annually on both Professional Practice and on Student Growth Measures. Ineffective teachers will be defined as those teachers who were rated Unsatisfactory prior to the 2013-2014 school year or rated as Ineffective in subsequent evaluations.

Tenured and Satisfactory or Effective/Highly Effective Teachers:

Cohort #1: Those tenured teachers already scheduled to be evaluated during the 2013-2014 school year and enough additional tenured teachers scheduled to be evaluated beyond the 2015-2016 school year to approximate 1/3 of the total school tenured teacher population.

Cohort #2: Those tenured teachers already scheduled to be evaluated during the 2014-2015 school year and enough additional tenured teachers scheduled to be evaluated beyond the 2015-2016 school year to approximate another 1/3 of the total school tenured teacher population.

Cohort #3: Those tenured teachers already scheduled to be evaluated during the 2015-2016 school year and enough additional tenured teachers scheduled to be evaluated beyond the 2015-2016 school year to approximate the remaining 1/3 of the total school tenured teacher population.

Each LEA should determine a methodology for schools to initially identify the one-third balancing of their tenured teachers.

Cohort	SY 2013-2014		SY 2014-2015		SY 2015-2016		SY 2016-2017	
#1	Evaluate Student Growth Measures	Evaluate Professional Practice	Evaluate Student Growth Measures	Carry Over Previous Professional Practice Score	Evaluate Student Growth Measures	Carry Over Previous Professional Practice Score	Evaluate Student Growth Measures	Evaluate Professional Practice
#2	Evaluate Student Growth Measures	Apply Satisfactory Evaluation Equivalent	Evaluate Student Growth Measures	Evaluate Professional Practice	Evaluate Student Growth Measures	Carry Over Previous Professional Practice Score	Evaluate Student Growth Measures	Carry Over Previous Professional Practice Score
#3	Evaluate Student Growth Measures	Apply Satisfactory Evaluation Equivalent	Evaluate Student Growth Measures	Apply Satisfactory Evaluation Equivalent	Evaluate Student Growth Measures	Evaluate Professional Practice	Evaluate Student Growth Measures	Carry Over Previous Professional Practice Score

*Satisfactory Evaluation Equivalent: Based upon the eventual determination of cut scores in the state model, an equivalent score will be determined for teachers previously rated as satisfactory prior to SY 2013-2014 for substitution in the state evaluation calculations during SY 2013-2014 and SY 2014-2015. To facilitate the three year transition, the Evaluation Equivalent will be determined so as not to place the teacher at a mathematical disadvantage.