

Teacher Performance Evaluation Requirements

Provision	2013-14		2014-15 (PA 257)		2014-15 (If HB 5223-24)	
	Probationary	Tenure	Probationary	Tenure	Probationary	Tenure
Evaluation Frequency	Annually	Annually/ Biennially	Annually	Annually/ Biennially	Annually	Annually/ Biennially
Observation Instrument	State Identified Tool OR Locally Developed		State Identified Tool OR Locally Developed		State Approved Tool or State Approved Locally Developed Tool	
Evaluation Content	Rigorous, fair and transparent		Rigorous, fair and transparent		Districts must use an evaluation tool that measures practice (using tool) for 38%-75% of evaluation	
Rating Categories	Multiple Rating		Multiple Rating		Multiple Rating	
Student Growth Data % of Eval	At least 25%		Significant factor (best practice is to maintain 25%); no requirement to use state data		Exactly 25%; no requirement to use state data	
Student Growth Data Source	May be state dictated		Measures "at least in part" using state assessments and "at least in part" using alternative assessments that are "rigorous and comparable across schools" within the district.		If state data NOT used, locally developed assessments, vendor-developed assessments, and/or Student Learning Objectives (SLO) make up the percentage of growth not measured using state assessments. Districts may use building level growth for up to 5% of the overall evaluation for all teachers.	
Evaluation Basis	Goals, Student Growth Data, Classroom Observation(s), mid-year progress report or IDP (if applicable)		Student growth must be a significant factor; must provide timely and effective feedback		Evaluation Tool, Student Growth Data, mid-year progress report or IDP (if applicable), local discretion (0-36% of eval)	
IDP	Required	If rated Ineffective	Required	Required if rated Minimally Effective or Ineffective	Required	Required if rated Minimally Effective or Ineffective
Observation Number	Defined by Board of Education - best practice is multiple	a) 1 - If two cons. years HE or E; b) Multiple - if I or ME previous year	Defined by Board of Education - best practice is multiple	a) 1 - If two cons. years HE or E; b) Multiple - if I or ME previous year	Multiple including at least one unscheduled	
Observation Timing	Not Specified		Not Specified		Not Specified	
Year End Evaluation	Yes	Yes; May be Biennial if rated HE for 3 consecutive years	Yes	Yes; May be Biennial if rated HE for 3 consecutive years	Yes	Yes; May be Biennial if rated HE for 3 consecutive years
Mid-Year Progress Report	First Year Probationary; or if rated Ineffective or Minimally Effective	If rated as Minimally Effective or Ineffective	Not Required (best practice is to continue)		First Year Probationary; or if rated Ineffective or Minimally Effective	If rated as Minimally Effective or Ineffective
Impact of CBA	Delayed until expiration if CBA prevents compliance with 1249		N/A		N/A	
Discharge for Ineffective Rating	May non-renew for performance	Must discharge after three consecutive	May non-renew for performance	Must discharge after three consecutive	May non-renew for performance	Must discharge after three consecutive

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Ineffective Rating Appeal - Supt.	N/A	Can appeal twice in 3 school years; teacher has 20 days after receipt of rating to appeal	N/A	Can appeal twice in 3 school years; teacher has 20 days after receipt of rating to appeal	N/A	Can appeal twice in 3 school years; teacher has 20 days after receipt of rating to appeal
Probationary Period - after July 2011	5 years; 4 years; 2 years	N/A	5 years; 4 years; 2 years	N/A	5 years; 4 years; 2 years	N/A
Tenure Status Achieved/Maintained	<i>For 5-year period probationers</i> , must be rated E or HE on three consecutive evaluations and completed at least 5 full school years of employment OR rated HE for three consecutive years and completed at least four full school years	Effectiveness	<i>For 5-year period probationers</i> , must be rated E or HE on three consecutive evaluations and completed at least 5 full school years of employment OR rated HE for three consecutive years and completed at least four full school years	Effectiveness	<i>For 5-year period probationers</i> , must be rated E or HE on three consecutive evaluations and completed at least 5 full school years of employment OR rated HE for three consecutive years and completed at least four full school years	Effectiveness
Notification to Parents	Summer following two years of Ineffective Ratings		Not required until 2015-16		Summer following two years of Ineffective Ratings	
Biennial Eval - Effective Rating	N/A	If three consecutive HE, evaluation can be biennial	N/A	If three consecutive HE, evaluation can be biennial	N/A	If three consecutive HE, evaluation can be biennial
Notification of Non-Renewal/ Probationary	15 days for 4 and 5 year probationers; 60 for 2-year probationers	N/A	15 days for 4 and 5 year probationers; 60 for 2-year probationers	N/A	15 days for 4 and 5 year probationers; 60 for 2-year probationers	N/A
Dismissal - Conduct	May be state dictated	If "arbitrary and capricious" standard met	May be dismissed at any time (after due process) for misconduct, not based on evaluation	If "arbitrary and capricious" standard met	May be dismissed at any time (after due process) for misconduct, not based on evaluation	If "arbitrary and capricious" standard met
Mentor	Encouraged in addition to requirements under RSC 1526		Encouraged in addition to requirements under RSC 1526		In addition to requirements under RSC 1526, must be assigned a mentor or coach if rated I or ME	
Evaluator Training	N/A		N/A		Required to be trained in use of the specific framework being used by the district (have one year from adoption and implementation of MCEE recommended tool to get evaluators trained)	