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MEMO:

August 18, 2015

To: Board of Education
From: Natalee Bretz
Re: PERA 2015-2016 Improvements

A PERA re-calibration committee consisting of teachers and administrators throughout the district met several times in the spring of 2015 to review the systems and guidelines for PERA which Urbana School District implemented during the 2014-2015 school year. The PERA Joint Committee reconvened in May, and based on the feedback from the re-calibration committee, administrators, and the Association, Urbana School District has made the following improvements to the PERA Evaluation Plan for the 2015-2016 school year:

Summary of Supportive Supervision and Evaluation Plan revisions:

- Modified and clarified the Evaluation Timeline for evaluation purposes.
- Revised the requirements for a Formal Observation so that uploading and submitting a lesson plan will be optional; the Pre-Observation Form will continue to be required.
- Revised requirements for the Danielson Self-Reflection Tool to include a self-reflection and rating of Domain 1 and Domain 4 only.
- Revised language regarding documentation forms.
- Modified Scoring Guidelines to reflect changes to Student Growth Rating Scale and scoring procedures.
- Added an Extended Absence or Leave Clause for any teacher who has an extended absence or leave that lasts consecutively for nine weeks or more. This clause allows for an extension to the evaluation timeline.

Summary of Student Growth Component revisions:

- Modified and clarified the Student Growth Timeline for evaluation purposes.
- Revised the Student Growth Objective (SGO) Guidelines and the Student Growth Summative Rating Scale to be more equitable and fair to all teachers. The revised scale will measure the total amount of students meeting their Projected Growth Objectives.
- Revised the Student Growth Rating Range to be consistent with the ranges for the Performance Evaluation Rating and the Summative Evaluation Rating.
- Made slight revisions to the Pre-Approval of Type II and Type III Assessments (Form PA.3), the Mid-Course Reflection Form (R.1), and the Summative Reflection Form (R.2) to provide clarity and simplify questions.