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MEMO:

June 30, 2014

To: Board of Education
From: Natalee Bretz
Re: PERA 204-2015 Improvements

PERA re-calibration committees consisting of teachers and administrators throughout the district met several times in the spring of 2014 to review the systems and guidelines for PERA which Urbana School District implemented during the 2013-2014 school year. The PERA committees were reconvened following monthly consistency checks with administrators and evaluators throughout the school year that led to specific areas of focus for further discussion. Based on the feedback from these committees, administrators, and the Association, Urbana School District has made the following improvements to the PERA Evaluation Plan for the 2014-2015 school year:

Summary of Supportive Supervision and Evaluation Plan revisions:

- Revised the Summative Evaluation Rating language so that the Performance Evaluation Rating accounts for 70% and the Student Growth Rating accounts for 30% of the final rating of teacher performance
- Made slight revisions to the Pre-Observation Form to provide more evidence for teacher performance in Domain 1, Planning and Preparation
- Revised the calculations for the Performance Evaluation Rating to be more equitable and fair to all teachers
- Created a Danielson Self-Assessment Tool to allow teachers to document and list evidence that supports their current practice for each component in all four domains
- Provided a list of other forms of evidence for teachers to demonstrate evidence of professional practice in Domain 1 and Domain 4

Summary of Student Growth Component revisions:

- Modified and clarified the Student Growth Timeline for evaluation purposes
- Made slight revisions to the Pre-Approval of Type II and Type III Assessments (Form PA.3), Student Growth Objective Template (Form SGO.1), the Mid-Course Reflection Form (Form R.1), and the Summative Reflection Form (Form R.2) to provide clarity regarding assessment types used to measure student growth
- Revised the Student Population guidelines so that Student Growth Objectives are inclusive of all students
- Revised the Student Growth Summative Rating Scale to be more equitable and fair to all teachers