



2019 – 2020 Pasco County Evaluation Guidelines for Teachers

Overview

Pasco's Instructional Evaluation Model is based on the Florida Educator Accomplished Practice standards (FEAPs). These FEAP standards provide us with six clear and concise standards that represent best practice outcomes for excellence in teaching and learning.

The requirement that evaluation models be aligned with the FEAPs is not something new. This has been in effect for several years. The Marzano framework used by our district in previous years is aligned to the FEAPs and may still be used in coaching to reach the FEAP standards.

You can view the FEAPs, the Marzano Crosswalk/alignment document, Deliberate Practice Instructions, and FEAPs rubrics and look-fors in the "resource" area of myPGS.

This overview, as well as the documents mentioned above, are included in the BOY Canvas course that all teachers are asked to complete.

State Requirements for Instructional Evaluations

- Must align with the Florida Educator Accomplished Practices (FEAPs)
- Must use a classification system to include Highly Effective, Effective, Needs Improvement/Developing, Unsatisfactory
- Must include a student performance measure that is based on the teacher's roster – VAM/SPM

Required Scoring Components

- Instructional Practices (IPS): 65% of the final summative score
 - FEAPs
- Student Performance Measure: 35% of the final summative score

Additional Pasco component:

- Deliberate Practice – additive at 20%

Instructional Practices

- A minimum of one observation/visit (classroom, PLC, etc.) is required year to gather evidence and provide feedback
 - At least one face-to-face conference during the school year

- Definitive feedback is reflective of the FEAPs, Rubrics, and/or Look-fors, and will be provided in myPGS
- Should a teacher receive a Notification of Potential Less Than Effective, the administrator will gather additional evidence to assess whether improvement has been made

Three Required Conferences: BOC, MOC, and EOC

These conferences are beginning, middle, and end points in the evaluation cycle where required activities take place.

- At least one face to face conference is required
- MOC and EOC conference forms will be completed in myPGS
- Conference forms are shared with teachers within ten days of form completion

Teachers and/or administrators may request additional face-to-face conferences

Beginning of Cycle conference (BOC)

The BOC focuses on the Deliberate Practice Plan and aligns with the Professional Goals requirement in FEAPs #5. Development and implementation of a Deliberate Practice Plan is required for all instructional personnel.

The BOC conference is the submission and approval process for the DP. Once submitted, the administrator will approve the DP or provide feedback for revisions.

- BOC due date for teachers is August 30th
- The DP provides additive points at 20%

Deliberate Practice

Developing a Deliberate Practice Plan is a requirement of the teacher evaluation process and aligns with FEAPs #5.

- Teachers should answer all of the guiding questions in myPGS.

Teachers will select from FEAP standard 1, 2, 3, or 4 as the focus for the DP.

- A Deliberate Practice Plan may address several of the critical skills in that FEAP area as well as the look-fors

There are two progress updates required.

- The first is due on or before December 20, 2019
- The second is due on or before April 17, 2020 and all guiding questions are to be addressed
- Documents may be uploaded in the progress update section if needed

Middle of Cycle conference (MOC)

- The MOC serves as a status update on the FEAP standards. Administrators will complete the form in myPGS and share with teachers within ten days of completing the form
- Form includes a checkbox in each standard to indicate a teacher is not making satisfactory progress
- FEAPs ratings will only be given to new teachers or teachers new to Pasco (*These ratings will not be calculated into the EOC ratings*)
- Notification and assistance will be provided to any teacher with deficiencies that might result in a less-than-effective rating
- The due date for MOC is **on or before January 10th**

End of Cycle conference (EOC)

- The EOC takes place when an evaluation to be closed or finalized
- FEAP standards may be rated any time after one observation/visit with teacher agreement (this is closing out the Status Score, not finalizing the evaluation)
- The DP may be rated and evaluations finalized early when there is teacher agreement
 - The FEAP standards are rated and averaged for the Status Score
 - The DP is rated at the additive percentage
 - The Status Score and the DP percentage are added together to calculate the Instructional Practice Score (IPS)
- Finalizing the evaluation will result in the IPS calculation
- Teachers will review their Instructional Practice Score and acknowledge receipt
- The EOC conference due date **on or before April 30th**

Teachers are presumed *Effective* in FEAPs 1-5 unless evidence is gathered through observations/visits to indicate otherwise.

Teachers who wish to work toward a *Highly Effective* rating in FEAP standards 1-5 should discuss this with his/her evaluating administrator.

Scoring

- The FEAP standards 1-5 are scored using the four-point rubric for that standard
- Each FEAPs (1-5) is equally weighted and averaged to calculate the Status Score
- FEAP standard 6 will not receive a score, but will be marked with a “Yes” or “No”
- The Deliberate Practice will also be scored on the four-point scale using the DP rubric
- If a teacher has not developed a Deliberate Practice Plan, a rating of Highly Effective in FEAP Standard #5 will not be possible

FEAP Standard 6:

- A “Yes” or “No” designation will be used for FEAPs 6
- There will be no score value to FEAPs 6

“No” will be selected **only** if one or more of the following occurs:

- Formal Level Documentation with Employee Relations’ involvement
- Violation of Board Policy 3124.01
- A finding by the Office of Professional Practices Services (FLDOE)

If one or more of the above has **not** occurred, then a “Yes” should be marked.

A corresponding number score is given to each rubric rating:

- **Highly Effective = 4**
- **Effective = 3**
- **Developing/NI = 2**
- **Unsatisfactory = 1**

- The average of the FEAPs scores is the Status Score
- The DP score is multiplied by 20% resulting in the additive amount
- The Status Score will then be added to Deliberate Practice Score to determine the Instructional Practices Score

Status Score + 20% of the Deliberate Practice Score = Instructional Practices Score

- Scoring example:
 - If the final FEAP score is 3. and the DP score is .3, then the IPS is 3.3
 $3.0 + .3 = 3.30$

Summative Scoring

- Summative scores will be available in the fall.
- The Summative score or Final Evaluation score calculation is based on the scale below

IPS	= 3.30	X .65	2.15
SPM	= 3	X .35	<u>1.05</u>

Final Summative Evaluation Score: 3.20 which would be Effective.

Highly Effective	Effective	Developing/NI	Unsatisfactory
> = 3.5	2.5 – 3.49	1.5 – 2.49	1.0 – 1.49