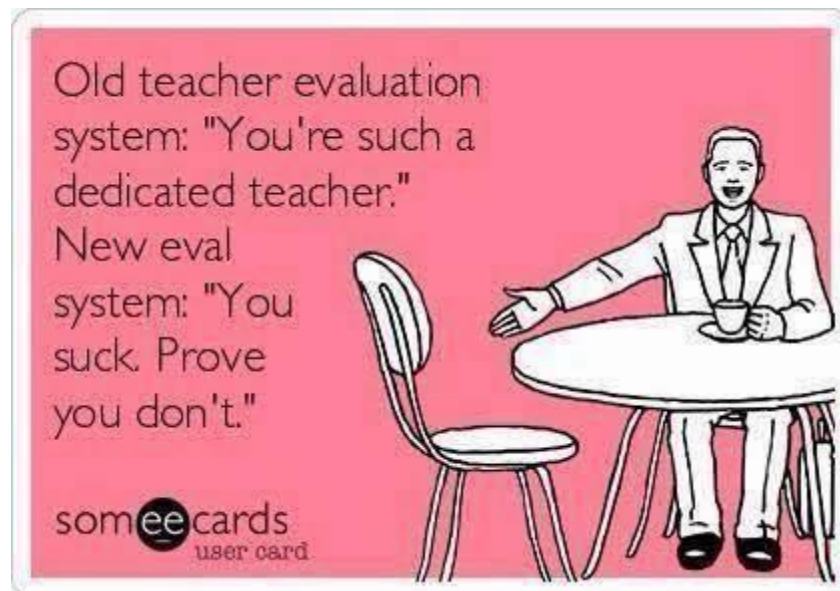




DIGHTON REHOBOTH REGIONAL TEACHERS ASSOCIATION
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Remember when writing your goals, you should NEVER use specific precents of numbers. These are state negotiated Learning Goals not Performance Goals.



That cartoon seems to get the idea of how the new system seems to take the tact of we are guilty until proven innocent. The evaluation committee is working hard to make the system at Dighton Rehoboth valid. Kurt Loell is the association's chair of this committee. He is the go-to guy on this. The evaluation system is so complex and potentially dangerous it is an ongoing piece of negotiation. We are working under a draft that keeps us in line with state regulations.
2015-2016 Things we are working on-

- DDM's : Are gone. Thank God. We now have Common Assessments to worry about a bit. Don't get sucked into using them as part of your evaluation goals.
1. PAST Problems We Are Working ON Now: These are still a problem in some buildings. Talk to your reps!
- Evaluation system used for power- A very serious past problem has been that some evaluators were using the evaluations as a punitive instrument. That approach runs counter to how the system is supposed to work. The system is designed to help us improve, not as a "gotcha". Inconsistent evaluator training in the past has been a large part of the problem. We have had productive discussions on these two issues and plan on having them continue. As far as we can tell, the problems with evaluator training are being resolved. If you still have concerns, please know, we have systems in place to address this problem. If you do have concerns about this, please contact a building rep.
 - Coaching- Many members are or have been frustrated by some evaluators coaching a "my way or the highway" type of teaching. This is particularly frustrating when the evaluator has a new idea every few weeks that must be implemented. We feel evaluators need to be more open minded to preserve educational creativity ... like the saying goes "there is more than one way to skin a cat".

We recognize the need to provide feedback and ratings to improve practice, but this must be done in a safe way. Teaching is an art ... not a science.

- Training- We have yet to have sufficient training for the evaluation system as promised. We have seen improvements, but we are aware that more needs to be done. Again, we're having productive discussions around this problem. Please let us know where you feel you need more training so that our professional development really addresses our concerns.
- Please keep in mind that PTS teachers are assumed to be proficient. The evaluation draft language that illustrates this, which closely follows the state language, is listed below. PTS teachers do not have to keep re-proving themselves in every new cycle.
- 13) Evaluation Cycle: Formative Evaluation for Two Year Self-Directed Plans
 - A. Educators on two-year Self-Directed Growth Educator plans receive a Formative Evaluation report near the end of the first year of the two year cycle. The Educator's performance rating for that year shall be assumed to be the same as the previous summative ratings unless evidence demonstrates a significant change in performance in which case the rating on the performance standards may change... In other words, if we were proficient before, we're proficient now. The evidence to suggest otherwise should be significant in type and trend...One negative observation does not a rating change. If you have concerns, again, please see a building rep as soon as you can. (KL)

Timelines

agreed to;

Educator submits self-assess. & goals	November 1
Evaluator 1 st walkthrough (all) coaching for first year teachers	November 1
Evaluator meets and agrees with goals	November 15
Evaluator Mid-Cycle Formatives	February 15

January 5—Evaluator should complete at least 3 observations of teachers without PTS and at least 1 observation of PTS; 1 coaching session (2nd coaching session for 1st year teachers)

February 15	Evaluator holds Formative Meetings
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April 30	Educator reviews evidence on standards progress towards goals
June 1	Evaluator completes Summative/Formative
June 6	Evaluator conducts Summative Meeting if any
June 10	Evaluator and Educator sign Summative Evaluation Report