



DIGHTON REHOBOTH REGIONAL TEACHERS ASSOCIATION  
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*As of October of 2019, we do have some major changes involving frequency of observations for both PTS and Non-PTS teachers. Please note the MOU language here. The explanation and brief rationale is in the language below.*

### **Changes to Evaluation Frequency Memorandum of Agreement 2019**

Appendix E, Articles 10A and 9A and 9B

One Year Pilot Program

For this year at least we've agreed to the following changes to Appendix E, Article 10A:  
Original Language:

#### **Evaluation Cycle: Observation of Practice— Educators with PTS**

A. The Educator whose overall rating is proficient or exemplary must have at least three unannounced observations per year.

The following is the changed language agreed upon by both the DRRTA and the Dighton Rehoboth Regional School District:

#### **Evaluation Cycle: Observation of Practice— Educators with PTS**

A. The Educator whose overall rating is proficient or exemplary will have a minimum of one unannounced observation per year during the formative portion of their evaluation cycle and two unannounced observations per year during the summative portion of their evaluation cycle.

### **Changes to Evaluation Frequency Memorandum of Agreement 2019**

Appendix E, Articles 10A and 9A and 9B

One Year Pilot Program

For this year at least we've also agreed to the following changes in Appendix E: Article 9Aii and 9Bi:

Original Language

#### **Evaluation Cycle: Observation of Practice - Educators without PTS**

A. In the first year of practice or first year in the district

i. The Educator shall have at least one announced observation during the school year using the protocol described in section 11B, below.

ii. The Educator shall have at least six unannounced observations during the school year by the evaluator.

iii. Contributing Evaluators may provide feedback for evidence (see definition of Contributing Evaluator).

B. In their second and third years of practice or second and third years as a non-PTS Educator in the school:

.The Educator shall have at least five unannounced observations during the school year. Announced observations could occur at the discretion of the evaluator or request of the educator.

i. Contributing Evaluators may provide feedback for evidence (see definition of Contributing Evaluator).

Changed Language in Appendix E: Article 9Aii and 9Bi:

**Evaluation Cycle: Observation of Practice - Educators without PTS**

A. In the first year of practice or first year in the district

i. (Will remain the same as the original)

ii. The Educator shall have between three and four unannounced observations during the school year by the evaluator. More evaluations may be given at the evaluator's discretion.

iii. (Will remain the same as the original)

B. In their second and third years of practice or second and third years as a non-PTS Educator in the school:

.The Educator shall have between three and four unannounced observations during the school year. More evaluations may be given at the evaluator's discretion. Announced observations could occur at the discretion of the evaluator or request of the educator.

i. (Will remain the same as the original)

Explanation in plain language:

PTS on a two year cycle teachers have a minimum of three observations per cycle: one for formative year and two for summative year. More can take place if circumstances require them. This change is anchored in Article 13 Appendix E which states that ratings in the formative portion are assumed to remain the same unless there is substantial evidence indicating a change in status (see cited below). Article 13 comes right out of the state language which emphasizes the need for substantial evidence to create a status change.

Non-PTS teachers also see a potential reduction in the number of observations as well based on a number of factors. Please discuss these changes with both your evaluator and your mentor.