

**WASD Supervision and Evaluation of Teacher Effectiveness Elements\***

Element	%	Effective	Description	Who	LEA	PA/PDE
Observation & Evaluation	50%	2013-2014	Observation evidence from Danielson framework domains  PDE Evaluation Form	All Educators	Observation tool based on Daniels domains— WASD’s tool under revision*	Evaluation form that adheres to PA Code PDE 82-1  *non-teaching professionals, 2013-2014 only, district can use former EOY form DEBE 5501
Building Data	15%	2013-2014	School Performance Profile score. * First score available fall of 2014	Not All Only for direct teaching professionals	No	SPP- PDE EOY Evaluations will need to be re-issued fall of 2014 SPP scores are converted to a 3 pt. scale defined by PA Code
SLO Student Learning Objectives	20%	2014-2015	Student Learning Objectives  SLO data becomes 35% of the evaluation system for teachers without teacher specific data (PVAAS)	SLOs applies to all educators, with direct teaching responsibilities  Non-teaching professionals TBA June 2014	Yes LEA written and evaluated by teacher supervising administrator	No
Teacher Specific (PVAAS)	15%	2015-2016 *anticipated to be available fall 2016	PVAAS Growth Data  Instructional Weight of Responsibility/Relationship is calculated	Not All Only applies to those with direct instruction of tested grades and subject areas as assessed by PSSA and Keystone Exams grades 4-12	No	PVAAS data reported by PDE PDE will provide a conversion from a 100 pt scale to a 3 pt scale

**Act 82 Requirements came into effect, July 1, 2013.**

- (III) Standards of Use for Teacher Observation and Practice: Summative Process of Evaluation: A classroom teacher must be given a rating in each of the four domain areas in Teacher Observation and Practice: **Planning & Preparation, Classroom Environment, Instruction, & Professional Responsibility**
- Additionally, the weighting of elements within rating tool Observation category must be adhered to; **Planning and Preparation-20%, Classroom Environment-30%, Instruction-30%**, and **Professional Responsibilities-20%**. As well as, the weighting in all other elements cannot be changed from definitions in PA code and embedded within the PA Rating tool
- The classroom teacher rating tool is a framework for evaluation and summative process. The rating form includes four measures or rated areas; 1). Teacher Observation and Practice, 2). Building Level Data (SPP), 3). Student Learning Objectives, and 4). Teacher Specific PVAAS.
- Each area, if data is available, is scored using a “0 to 3” point scale: 0-Unsatisfactory, 1-Needs Improvement, 2-Proficient, 3-Distinguished.
- For classroom teachers in positions for which there is **no Building Level Score/PVAAS Growth Score**, the district shall utilize the rating from the teacher observation and practice portion of the rating form in place of the either or both these scores.
- PDE Evaluation Form 82-1 replaces forms and previously used WASD Evaluation form for both Instructional I (semi-annual) and Instructional II (end of year)
- All professional employees, teaching and non-teaching must adopt a Student Learning Objective (SLO) Goal and the process will be combined with the Differentiated Supervision options
- A second overall performance rating of Needs Improvement on an evaluation, issued by the same employer, within 10 years, shall be considered Unsatisfactory
- An employee receiving an overall Needs Improvement or Unsatisfactory rating on an **observation or evaluation** must participate in a performance improvement plan.
- For professional employees, two consecutive overall unsatisfactory ratings, which include classroom observation, and are not less than four months apart, shall be considered grounds for dismissal