



## **Informational Memo: 2015-2016 Summative Teacher Evaluation Ratings**

To: School Board  
Trisha Kocanda, *Superintendent*

From: Dr. Maureen Hager, *Director of Human Resources*

Date: June 8, 2016

### **Background**

By State law, the District is required to formally evaluate non-tenured teachers every year and tenured teachers every other year. The building principal or the assistant principal evaluate those teachers who are on cycle for a summative evaluation. Non-tenured teachers must receive their evaluation by March 15<sup>th</sup> of every school year. Tenured teachers must receive their evaluation by May 15<sup>th</sup> on an alternate every other school year basis.

The District's evaluation system requires evaluators to determine a final summative rating from one of four categories: Excellent, Proficient, Needs Improvement, or Unsatisfactory. This aligns to the requirements in the State's Performance Evaluation Reform Act (PERA).

To standardize the ability of administrators to evaluate staff from a common understanding of effective practice, the PERA legislation included a requirement that all evaluating administrators participate in an intensive on-line training beginning in the summer of 2012. The training focused on specific aspects of the teacher evaluation process. Any administrator charged with the evaluation of certificated/licensed staff, including oversight and evaluation of principals, was required to participate in the 32-hours of training organized into five modules, each module requiring the administrator to pass an assessment. In addition, the administrative team participated in inter-rater reliability training.

## Summary

For the 2015-2016 school year, one hundred thirty six (136) teachers were [evaluated](#). The remaining teachers were either on leave or were tenured teachers evaluated in the previous 2014-2015 school year. Of the 136 teachers who were evaluated:

- 70% earned an "Excellent" rating
- 27% earned a "Proficient" rating
- 3% earned a "Needs Improvement" rating
- 0% earned an "Unsatisfactory" rating.

Of the 65 non-tenured teachers evaluated this year:

- 49% earned an "Excellent" rating
- 46% earned a "Proficient" rating
- 5% earned a "Needs Improvement" rating
- 0% earned an "Unsatisfactory" rating.

Of the 71 tenured staff evaluated this year:

- 89% earned an "Excellent" rating
- 10% earned a "Proficient" rating
- 1% earned a "Needs Improvement" rating
- 0% earned an "Unsatisfactory" rating.

As the result of the Performance Evaluation Reform Act (PERA), all public school districts in Illinois were required to engage in a review and revision of the teacher evaluation process. Each district must now include student growth measures accounting for a minimum of 30% of the summary evaluation by the 2016-2017 school year. District 36 convened the required Joint Committee on Evaluation and has completed its revision of the evaluation process, a summary of which was shared with the Board in May (Board Information Memo dated May 17, 2016). We will be implementing this revised evaluation at the beginning of the 2016-17 school year as required by State Code. Although the Joint Committee has updated the teaching staff regarding their work throughout the year, a more intense training regarding these changes will be provided to the licensed teaching staff by members of the Joint Committee during the initial Institute Days of the 2016-17 school year.