



MEMO

To: School Board
Trisha Kocanda, *Superintendent*

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

Re: 2014-2015 Summative Teacher Evaluation Ratings & Educational Support
Personnel Evaluation Ratings

Date: June 9, 2015

Licensed/Certified Teacher Ratings

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 evaluates the teachers. Non-tenured teachers must receive their evaluation by March 15th of the school year. Tenured teachers must receive their evaluation by May 15th of the school year.

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 2014-2015 school year, one hundred twenty (120) teachers were evaluated. The remaining teachers were either on leave or were tenured teachers evaluated in the previous 2013-2014. Of the 120 teachers who were evaluated, 80% received an "Excellent" rating, 17.5% earned a "Proficient" rating, 2.5% received a "Needs Improvement" rating, and 0% received an "Unsatisfactory" rating. Non-tenured teachers earned approximately 67% "Excellent", 29% "Proficient", and 4% "Needs Improvement" ratings. Of the tenured staff evaluated this year, 89% earned an "Excellent" rating and 10% were rated "Proficient", and 1% were rated as "Needs Improvement". Neither group had an "Unsatisfactory" rating.

Winnetka Public Schools District 36 Non-Tenured & Tenured Summative Evaluations June 2015

School	Excellent			Proficient			Needs Improvement			Unsatisfactory			Total		
	NON-TEN	TEN	TOTAL	NON-TEN	TEN	TOTAL	NON-TEN	TEN	TOTAL	NON-TEN	TEN	TOTAL	NON-TEN	TEN	TOTAL
Crow Island	6	16	22	1	2	3	0	0	0	0	0	0	7	18	25
			88%			12%			0%			0%			
Greeley															
	4	11	15	3	0	3	1	0	1	0	0	0	8	11	19
			79%			16%			5%			0%			
Hubbard Woods															
	7	7	14	2	1	3	0	0	0	0	0	0	9	8	17
			82%			18%			0%			0%			
Skokie															
	8	9	17	5	3	8	1	0	1	0	0	0	14	12	26
			65%			31%			4%			0%			
Washburne															
	8	20	28	3	1	4	0	1	1	0	0	0	11	22	33
			85%			12%			3%			0%			
Total	33	63	80%	14	7	17.5%	2	1	2.5%	0	0	0%	49	71	120

Due to the Performance Evaluation Reform Act (PERA), all public school districts in Illinois will engage in a review and revision of the teacher evaluation process. Student growth measures will need to be included in evaluations by the 2016 – 2017 school year to serve as one measure to determine the final summative evaluation rating for teachers. The District is on-track with the process that will result in this implementation at the beginning of the 2016-17 school year as required by State Code.

Educational Support Personnel Ratings

Background

The Educational Support Personnel category includes all employees who are not licensed teachers or administrators and who do not carry a professional credential to qualify for their positions. For the Winnetka Public Schools that includes associates, nurses, entrance monitors, secretaries, District office staff, technology support, and our custodial/maintenance staff. The only employee group that continues to earn a “Meets Expectations” or “Needs Improvement” rating is the custodial/ maintenance staff. All other ESP staff are evaluated using the revised Evaluation Plan implemented in the 2012-2013 school year.

The District now has three years of evaluation data related to the revised Educational Support Personnel (ESP) evaluation document. As a reminder, in prior years, employee groups had been evaluated on varying time frames with inconsistent rubrics and summative ratings (Exceeds/Meets vs. Excellent/Proficient/Needs Improvement/Unsatisfactory). The newer evaluation instrument has resulted in greater consistency and alignment.

Summary

For the 2014-2015 school year, one-hundred and two (102) ESP staff were evaluated using the Evaluation Plan. Of the 102 employees who were evaluated, 78% received an “Excellent” rating, 17% earned a “Proficient” rating, and 5% received a “Needs Improvement” rating. No staff received an “Unsatisfactory” rating.

**Winnetka Public Schools District 36
Educational Support Staff Summative Evaluations
June 2015**

	Excellent	Proficient	Needs Improvement	Unsatisfactory	Total
Crow Island					
	18	4	2	0	24
	75%	17%	8%	0%	
Greeley					
	12	2	1	0	15
	80%	14%	6%	0%	
Hubbard Woods					
	19	0	0	0	19
	100%	0%	0%	0%	
Skokie					
	14	6	0	0	20
	70%	30%	0%	0%	
Washburne					
	9	2	1	0	12
	75%	17%	8%	0%	
District					
	8	3	1	0	12
	67%	25%	8%	0%	
Total					
	80	17	5	0	102
	78%	17%	5%	0%	

Anticipated Change in the Custodial Evaluation Process for 2015-16

As the result of the negotiated agreement ratified on June 6, 2014, *Custodial Contract: Winnetka Public Schools District #36 Board of Education and Service Employees Local #73*, a new custodial evaluation rubric will be implemented on July 1, 2015, with more specific evaluation language in the plan and a provision allowing for the denial of compensation increases for those who may have areas evaluated at a level less than satisfactory. This will replace the current ratings of "1 - Meets Expectations" or "2 - Needs Improvement" in the current plan. All 18 custodial staff received a rating of "1- Meets Expectations" for the just completed 2014-15 evaluation cycle.