

Evaluation Guidance

2021-2022

Certificated Evaluations

1. For 2021-2022, evaluations of certificated employees will be conducted in accordance with provisions of the Collective Bargaining Agreement (CBA) for Non-supervisory Certificated Employees and remain subject to the definitions, timelines, supports, and procedures therein. The parties agree to amend the evaluation process described in Article XI in the collective bargaining agreement (“CBA”), as follows:
 - a. Certificated employees in their first year of teaching, or in their first year of teaching in Seattle Public Schools, will receive a full comprehensive evaluation in 2021-2022, in accordance with Article XI, Section D of the CBA and in this MOU.
 - b. Certificated employees who are on a continuing contract and did not meet the performance schedule in 2020-2021 will receive a full comprehensive cycle in 2021-2022, in accordance with Article XI, Section D of the CBA and in this MOU.
 - c. Certificated employees who are on a provisional contract and did not meet the performance schedule, or received an overall Basic rating in 2020-2021, will receive a full comprehensive evaluation in 2021-2022 in accordance with Article XI, Section D of the CBA and in this MOU. Certificated employees who were assigned to a comprehensive evaluation cycle for 2021-2022 at the end of the 2020-2021 year, in accordance with Article XI, Section G.2 of the CBA, will also receive a full comprehensive evaluation of all eight (8) criteria.
 - d. Certificated employees who are on a continuing contract and have been informed by their evaluator that they will be reviewed on a comprehensive evaluation cycle due to identified concerns, in accordance with Article XI, Section G.3 of the CBA and state law, will also receive a full comprehensive of all eight (8) criteria.
2. All other certificated employees who are not included in items a-d but should be on a comprehensive cycle in 2021-2022 per Article XI, Section G.1 of the CBA, are eligible to be on a modified version of the comprehensive cycle. The modified version of the comprehensive cycle shall be as follows:
 - a. The teacher shall select, and the evaluator shall approve two criteria (and one student growth focus [3, 6 or 8]) to be formally scored using evidence collected during the 2021-2022 school year.
 - b. The teacher will receive the carryforward score from their last Comprehensive evaluation for each of the six criteria that were not selected. To create the final overall summative score, the scores for each criterion will be added together. For example, Teacher A received a Proficient (3) on their last full Comprehensive evaluation. Teacher A chooses C3 and C5 as the criteria of focus for this year and receives a

Distinguished (4) in each one. The teacher's final summative score would be: $4+4+3+3+3+3+3+3 = 26$. According to OSPI's scoring bands, a score of 26 is equivalent to a rating of Proficient.

- c. Student growth will be scored using the rubrics developed by OSPI for the 2020-21 school year.
- d. The Student Growth Impact Rating shall be determined by adding all student growth components (using the 2021-2022 scores for the two criteria selected, and for each of the remaining criteria, the overall score received the last time the teacher was on a comprehensive cycle) and using the scoring bands provided in the CBA.
- e. If an educator who is eligible to be on a Modified Comprehensive Cycle requests to be evaluated on a full Comprehensive cycle, that request shall be approved.
- f. An evaluator can move any certificated employee to a full comprehensive evaluation of all eight (8) criteria by December 15, 2020 if concerns are identified, in accordance with Article XI, Section G.3 of the CBA and state law. For certificated teachers, this will allow the school leader to initiate consulting teacher support.
- g. Certificated employees on the Comprehensive evaluation cycle shall have at least two (2) observations for a total of sixty (60) minutes of their educational practice conducted, in accordance with the provisions of Article XI, Section D.8 of the CBA.
- h. Certificated employees on Focused evaluations shall be evaluated according to the requirements outlined in Article XI, Section D.3 and D.8.c of the CBA. Qualifying for Consulting Teacher support will continue to follow processes outlined in the current collective bargaining agreement between the District and the Association.
- i. For certificated employees who are provisional or on professional growth support documents or performance improvement plans will continue to receive PAR and other supports per the collective bargaining agreement.
- j. Observations will be conducted in accordance with the current 2019-2022 collective bargaining agreement.

CLASSIFIED EVALUATIONS:

Classified Employees will continue to be evaluated in accordance with the collective bargaining agreement and a final summative conference with the employee must be held prior to the final evaluation report being submitted.

The following modifications will be made for the 21-22 school year:

- a. All Classified employees who have received an overall rating of “Strong” or “Excellent” will be moved to a “Focused” evaluation cycle for the 2021-22 school year, unless the employee requests a comprehensive evaluation.
- b. Any classified employee who has been rated “Satisfactory” will be able to request a “Focused” evaluation cycle for 2021-22 by December 15. That decision will be made in consultation with their evaluator.
- c. Employees who would qualify for a focused evaluation per a. above but have been informed by their evaluator by December 15 that they will be reviewed on a comprehensive evaluation cycle due to identified concerns will receive a comprehensive evaluation.