

MEMORANDUM

September 5, 2012

TO: Members of the MVSEC Executive Advisory Board

FROM: Carla Cumblad, Executive Director

RE: Revised Teacher Evaluation Plan

In the 2010-11 school year, Mid-Valley Special Education Cooperative (MVSEC) officially separated from Community Unit School District 303, St. Charles. Until this time, the teacher evaluation process was designed by a committee made up of members primarily from D303. In addition, the Professional Educator Reform Act (PERA) that was enacted in July, 2011 necessitated changes to the evaluation plan as well. The plan presented to staff on opening day is one that is designed to meet the needs of the educators of MVSEC and meets the requirements of PERA.

A committee was formed in the spring of 2012 to review the required changes and to customize the evaluation plan to the needs of MVSEC. The work continues to be based on *Enhancing Professional Practice: A Framework for Teaching* by Charlotte Danielson. Our goal is excellence in the educational environment.

We are pleased to present the revisions of the evaluation system. Highlights include:

- Clarification of teacher/evaluator expectations and timelines
- A Professional Growth Plan required of each educator that allows for reflection and focus on key areas of growth and improvement regardless of experience
- An alignment of the formal observation process with the framework domains
- A lesson outline and feedback format
- A change from a three-point overall summative rating to a four-point rating scale for tenured and probationary educators
- An expansion of the process for educators who require support and/or remediation

Thanks to the following committee members who dedicated many hours to these revisions:

Debbie Sall
Natalie Assell

Amy Rogers
Paige McNulty

Jackie Robbins, IEA
Carla Cumblad

A copy of the Evaluation Plan will be available for the Board to review at the regular meeting.