Purpose & Background

Recommendation 2.1: Refine the Educator Evaluation System

The South Summit School District is working to strengthen the educator evaluation system to ensure it:

- **Identifies and recognizes high-performing teachers.**
- **Elevates effective instructional practices.**
- **Supports improved student learning outcomes.**
- **Identifies educators who need additional support or remediation.**
- **Provides meaningful opportunities for professional growth.**

Why Are We Doing This?

The district's current evaluation system provides a foundation, but there are opportunities to improve its effectiveness.

We want an evaluation process that:

- **Is clear, consistent, and efficient.**
- **Provides meaningful feedback to educators.**
- **Supports administrators and instructional coaches.**
- **Recognizes effective teaching practices.**
- **Uses observed instructional practices and measurable student learning outcomes.**
- **Works well for everyone involved in the evaluation process.**

What Will We Be Reviewing?

Current Evaluation Process

Review existing evaluation procedures, expectations, and tools.

Evaluation Platform

Compare Observertab with other available platforms. Evaluate efficiency, functionality, and user experience.

Stakeholder Feedback

Gather input from teachers, administrators, and instructional coaches.

Instructional Effectiveness

Consider observed teaching practices and quantifiable measures of student learning.

Opportunity for Improvement

Identify changes that better support educator growth and student achievement.

The Joint Committee

Utah Code § 53G-11-506

Utah law requires a joint committee consisting of equal numbers of:

- **Classroom Teachers**
- **Parents**
- **Administrators**

The School Board appoints the committee members.

The Board's first responsibility:

Determine the size of the committee.

How Many Members Should Serve?

Utah Code requires equal representation but does not specify a minimum or maximum number of committee members. The Board determines the size of the committee.

Possible committee structures:

- Representation from across schools and grade levels.
- Manageable group size that allows productive discussion.
- Balance of perspectives and experiences.
- Availability and commitment of committee members.

Option 1

Classroom Teachers	2
Parents	2
Administrators	2
Total	6

Option 2

Classroom Teachers	3
Parents	3
Administrators	3
Total	9

Committee Responsibilities & Process

HR will oversee and facilitate the committee's work.

1. **Review the current SSSD Educator Evaluation System.**
2. **Examine existing evaluation tools and procedures.**
3. **Review feedback from teachers, administrators, and instructional coaches.**
4. **Compare Observertab with other available evaluation platforms.**
5. **Identify opportunities to improve efficiency and user experience.**
6. **Develop recommendations for refining the educator evaluation system.**

Documentation will include:

- **Meeting agendas and notes.**
- **Committee-developed or revised materials.**
- **Stakeholder feedback.**
- **Copies of the educator evaluation system and accompanying tools.**

Next Steps: Requested Board Action

The Human Resources Department requests that the Board:

1. **Determine the number of classroom teachers, parents, and administrators who will serve on the Educator Evaluation Joint Committee.**

1. **Authorize HR to facilitate the committee's work.**