



River Trails

SCHOOL DISTRICT 26

To: River Trails School District 26 Board of Education
From: Dr. Jodi Megerle, Superintendent; Dr. Kristine Seifert, Assistant Superintendent Teaching & Learning
Date: Tuesday, May 5, 2026
Subject: Teacher Evaluation Plan Changes – Update

Introduction

Following the approval of Senate Bill 28 on July 1, 2025, the Board of Education approved an administrative recommendation to pause the Student Learning Objective (SLO) component of the teacher evaluation system for the 2025–2026 school year. The suspension was intended to allow the District time to conduct a comprehensive review of our evaluation framework to ensure it remains growth-focused and meaningful.

Recommendations

The administration is recommending extending the current pause of the SLO component. Our proposed timeline is as follows:

- Extend the pause of the Student Learning Objective (SLO) component through the 2026–2027 school year.
- Review Extension: Extend the comprehensive review process into the 2026–2027 school year.
- Target Launch: Aim to present a final revised evaluation framework to the Board in Spring 2027 for implementation in the 2027–2028 school year.

Rationale

The teacher evaluation framework redesign is a rigorous undertaking requiring deep collaboration with teachers, administrators, and stakeholders. Over the course of the 2025–2026 school year, the District’s leadership and staff have been heavily engaged in two other critical, high-priority initiatives:

- **Strategic Planning:** Developing a long-term roadmap for the District’s future.
- **Contract Negotiations:** Dedicating substantial time and effort to the collective bargaining process.

Because these initiatives involve many of the same personnel, we have determined that extending the review phase is necessary to maintain the integrity of the project. Extending the timeline allows the District to move beyond a "compliance-only" mindset and focus on meaningful improvement. This extension will:

- **Prioritize Quality over Speed:** Ensure the new framework truly supports teacher development and student outcomes.
- **Ensure Stakeholder Voice:** Allow for more robust feedback loops with our staff after the conclusion of negotiations and strategic planning.
- **Maintain Focus:** Keep the administrative and instructional focus on high-quality classroom practices rather than the burdensome data-tracking requirements of the previous SLO model.

Background

In 2010, the Illinois Performance Evaluation Reform Act (PERA) mandated the use of student growth in evaluations, leading RTSD 26 to adopt the Student Learning Objective (SLO) model. However, on June 30, 2025, Governor Pritzker signed SB 28, making the inclusion of student growth *optional*. On July 22, 2025, the RTSD26 Joint Evaluation Committee convened to review this amendment and its impact on the District framework.

Attachments

[Revised Teacher Evaluation Plan](#)