



Oak Park Elementary School District 97

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TO: Dr. Carol Kelley, Superintendent of Schools
District 97 Board of Education

FROM: Steve Cummins, Senior Director of Human Resources

SUBJECT: Evaluation Process Update

DATE: January 20, 2016

Below please find an update regarding the teacher evaluation process through January 20, 2016.

Non-tenured teachers (first, second, third and fourth year probationary teachers)

Non-tenured teachers were to each have a first formal observation prior to winter break (with the first formal observation for first-year probationary teachers being conducted prior to the end of first trimester). **99%** of the non-tenured observations (all but 1 of the 149 observations) were completed by the winter break completion date.

% Complete, Building (# of non-tenured teachers)

- 100% Beye (6 Non-tenured)
- 100% Brooks (22 Non-tenured)
- 91% Hatch (11 Non-tenured) - all but 1 formal observation
- 100% Holmes (19 Non-tenured)
- 100% Irving (10 Non-tenured)
- 100% Julian (23 Non-tenured)
- 100% Lincoln (13 Non-tenured)
- 100% Longfellow (14 Non-tenured)
- 100% Mann (4 Non-tenured)
- 100% Whittier (8 Non-tenured)
- 100% Special Ed/ Related Services (19 Non-tenured)

By the end of January, as outlined in the OPTA agreement, a second formal observation will be conducted for all first-year teachers (43 in total), and also if needed for second third and fourth year probationary teachers. 15 of the 43 (35%) second formal observations for first-year teachers have been completed as of January 20, 2016. Progress will be monitored through the end of January for the remaining second observations of first-year teachers.

All summative evaluation conferences for first, second, third and fourth year probationary teachers will conclude by the end of February. Summative ratings will be considered when making decisions for continued employment or non-renewal of probationary teachers.

Tenured teachers

The evaluation process for tenured teachers as outlined in the OPTA agreement states that the formal tenured observation must be concluded by the last day in March. Evaluators have been active in conducting formal tenured teacher observations of those 173 receiving a summative rating this school year, in addition to the informal classroom visits occurring in all classrooms. There were 34 tenured formal observations completed prior to winter break (which constitute 20% of the 173 total formal tenured observations). Remaining formal observations will be completed before the last day in March, and summative evaluation conferences will be held with all tenured teachers receiving a summative evaluation rating by the second week in April.