



Oak Park Elementary School District 97

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To: Members, Board of Education
Dr. Carol Kelley, Superintendent

From: Laurie Campbell, Assistant Superintendent for Human Resources *JMC*

Re: Report on Performance Evaluation Reform Act Implementation Update

Date: October 9, 2018

Illinois Governor Pat Quinn signed the Performance Evaluation Reform Act (PERA) in 2010. This act changed the evaluation process for both teachers and principals. Senate Bill 7 was a trailer bill to PERA that was signed into law on June 13, 2011. Below is a summary of the requirements listed in PERA and District 97's implementation.

Requirement	District 97 Implementation
Teachers and principals, and assistant principals must be evaluated according to four categories – Excellent, Proficient, Needs Improvement, and Unsatisfactory	September 2012
Anyone evaluating principals, assistant principals or teachers must first complete a pre-qualification program	September 2012
Teacher evaluations must include data and indicators of student growth as a "significant factor"	September 2016
Principal evaluations must include data and indicators of student growth as a "significant factor"	2012-2013 school year
Each school district must use a Joint Committee to address certain matters related to reductions in force (PERA Joint Committee for Reduction in Force).	November 2011 and every year prior to December 1st
Each school district must use a Joint Committee to incorporate student growth into the teacher evaluation plan as well as the data and indicators of student growth.	2015-2016 school year
Non-tenured teachers must be observed a minimum number of three times, with at least two of the observations being formal.	September 2012
Tenured teachers rated "Proficient" or "Excellent" must be observed at least twice during the two-year evaluation cycle, with at least one observation being formal.	September 2012
If a teacher receives a summative rating of "Needs Improvement", then the school district is required to develop a "professional development plan" directed to the areas that need improvement and that includes supports the district will provide to address the areas that need improvement.	September 2012
Non-tenured teachers must be evaluated annually.	September 2012
Tenured teachers must be evaluated every two years, unless	September 2012

rated as Needs Improvement or Unsatisfactory.	
Summative evaluation rating data for teachers, principals, and assistant principals will be reported to the Illinois State Board of Education for inclusion on the school/district report card.	September 2017

The PERA Joint Committee surveyed teachers and administrators in May of 2017 following the first year of implementation of student growth into the evaluation plan. In June 2017, the PERA Joint Committee met to review survey results. Based on the survey results and discussion by the Joint Committee, revisions were made to the 2017-2018 PERA Joint Agreement including an update to the groupings of teachers and assessments. An adjustment was also made to the final summative rating criteria for a teacher to receive a final rating of "Excellent".

During the summer of 2018, the PERA Joint Committee reconvened for an annual review of the PERA Joint Agreement. The Joint Committee updated teacher groupings and assessments along with providing clarification on the midpoint meeting. In addition to updating the document, the Joint Committee previewed information evaluators would be using for orientation to teacher evaluation meetings and previewed the new teacher evaluation webpage housed on the District 97 Intranet. The updated 2018-2019 PERA Joint Agreement is posted on the district website under Board Committees.
<http://www.op97.org/boe/pera-joint-committee>