

3.0730.02 Educator Evaluation Program Policy

DCSD Policy:	USBA Policy:	Proposed Change:
<p>3.0730.02 Educator Evaluation Program Issue Date: 9/12/96 Updated: 11/14/19</p> <p>Formative and Summative Evaluation</p> <p>Summative evaluations:</p> <p>Will occur once every three years for non-provisional educators unless data or evidence indicates a need for more frequency. For all other teachers it will occur twice yearly until provisional status has been lifted. A three times a year interview process (August/September, January/February and April) will be used to gather data and to drive conversation to determine teacher effectiveness ratings.</p> <p>Teachers:</p> <p>1.—Instructional Effectiveness— school administrators will conduct formal observations and walkthroughs to determine effectiveness of instruction using JPAS and district accepted protocols. Data from these protocols, combined with observation interviews, will result in an instructional effectiveness rating for each teacher in their summative year. (70%)</p> <p>2.—Student growth measure will be determined using PLC determined SLO's for all subjects and grades. (20%)</p> <p>3.—Stakeholder input—Parent and student surveys will be conducted yearly to provide feedback on school climate and satisfaction with teacher practices. Secondary teachers will</p>	<p>USBA Policy:</p> <p>Summative Evaluation and Review of Evaluation—</p> <p>The person responsible for administering an educator's evaluation shall, at least fifteen (15) days before an educator's first evaluation, notify the educator of the evaluation process and give the educator a copy of the evaluation instrument, if an instrument is used.</p> <p>DG</p> <p>The person responsible for administering an educator's</p>	<p>Proposed Change:</p> <p>3.0730.02 Educator Evaluation Program Updated: 2022</p> <p>Formative Feedback and Summative Evaluations</p> <p>Formative Feedback</p> <p>School administrators will conduct formative observations of all teachers each school year and provide feedback to the teacher of instructional strengths and areas that could be improved.</p> <p>Summative Evaluations</p> <p>Summative evaluations will occur once every five years for non-provisional teachers unless data or evidence indicates a need for more frequency. For all other teachers it will occur twice yearly until provisional status has been lifted. State requirements and district protocol will be followed.</p> <p>Summative Evaluation and Review of Evaluation—</p> <p>The person responsible for administering an educator's evaluation shall, at least fifteen (15) days before an educator's first evaluation, notify the educator of the evaluation process and give the educator a copy of the evaluation instrument, if an instrument is used.</p> <p>The person responsible for administering an educator's evaluation shall allow the educator to</p>

survey two of six classes (selected by the teacher). (10%)

Utah Code Ann. § 53A-8a-402(2012)

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4.—Surveys will be posted on school website yearly from February 1 to April 1. Student surveys at secondary level will be administered at end of first semester during the teachers' summative evaluation year.

5.—Effectiveness rating will be based on a rubric that outlines levels of response to feedback and overall effective communication strategies with stakeholders.

Formative evaluations will occur during the first and second year of the educator's evaluation cycle.

1.—District /school administrators will use Observer Tab Drop-Ins for walk through with teachers.

2.—An interview protocol will be used throughout the three-year evaluation cycle to gather data in a formative way for teachers and administrators.

3.—Student growth data and stakeholder input will be used all three years.

4.—Summative ratings from formal and informal evaluations will be shared and discussed with teachers by May 1 and June 7 for administration each year.

5.—District/school administrators will use Observer Tab Drop-Ins to evaluate all classified employees, utilizing the same interview and stakeholder protocols.

evaluation shall allow the educator to respond to any part of the evaluation and, if the response is written, attach the educator's responses to the evaluation.

Within fifteen (15) days after the evaluation process is completed, the person responsible for administering an educator's evaluation shall:

1. Discuss the written evaluation with the educator;
2. Based on the educator's performance, assign one of the four levels of performance.

An educator who is not satisfied with a summative evaluation has fifteen (15) days after receiving the written evaluation to request a review of the evaluation.

If a review is requested, the superintendent or the superintendent's designee shall appoint a person, not an employee of the District, who is a certified rater and has expertise in teacher or personnel evaluation to review and make written findings reported to the superintendent regarding the educator's summative evaluation. A review of an educator's summative evaluation shall be conducted in accordance with [Utah Admin. Rules R277-533-8](#).

[Utah Code § 53G-11-508 \(2020\)](#)

[Utah Admin. Rules R277-533-8 \(June 7, 2018\)](#)

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