



Oak Park Elementary School District 97

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TO: The Board of Education
Dr. Carol Kelley, Superintendent

FROM: Laura Campbell, Assistant Superintendent Human Resources

SUBJECT: **PERFORMANCE EVALUATION REFORM ACT (PERA) UPDATE**

DATE: September 27, 2016

Type of report: Informational

District goals aligned with report: *Establish a Comprehensive System of Support for all D97 Staff*

Beginning September 1, 2016, District 97, along with hundreds of other school districts in Illinois, implemented student growth as a significant factor in the evaluation of teachers. This change to the evaluation process for teachers was in compliance with the 2010 Performance Evaluation Reform Act (PERA). PERA amended Part 50 of the Illinois School Code that addresses the evaluation of educator licensed employees. With the exception of incorporating student growth into the teacher evaluation plan, District 97 had previously implemented other requirements contained within the PERA legislation.

Determining how to implement student growth into the teacher evaluation was the charge of the PERA Joint Committee. This committee met during the 2015-2016 school year and was comprised of an equal number of administrators and teachers. The PERA Joint Committee was required to convene by November 1, 2015, and had 180 days to complete their work.

The PERA Joint Committee 2016-2017 Evaluation Document includes details about how student growth will be incorporated into teacher evaluation. Beginning with the 2016-2017 school year, a teacher's final summative rating will be based on 70% professional practice (Charlotte Danielson Framework) and 30% student growth (as outlined in the PERA Joint Committee 2016-2017 Evaluation Document).

In August, District staff began to implement the plans developed by the PERA Joint Committee. Training about PERA was held for all licensed staff on September 7th. Supporting documents and forms have been created and are being incorporated into TeachBoost, the District's online system for staff evaluation. Teachers are now beginning to meet with evaluators to identify assessments to be used to measure student growth. The PERA Joint Committee will meet at least twice during the 2016-2017 school year to continue to refine the plan.

If you have any questions, concerns, or comments, please let us know.