

Considerations for Implementation of the Revised Teacher Evaluation System:

Consider when:

- **2013-2014:** All **provisional status** teachers (see 5895 (3)(a) and (4)(a) and RCW 28A.405.220) and **probationary** teachers (not on Level 3 (Proficient) or 4 (Distinguished))
- **2014-2015:** Phasing in... Continue with those in either of the situations above. Are any teachers being removed from provisional status? Being removed from position? Planning to retire?
- **2015-2016:** All certificated staff will be on revised system and will have had an evaluation using the new criteria.

Possible process/considerations for developing implementation plan:

Consider who:

- List out certificated staff. Note provision and probationary status.
- Given the definition of a certificated classroom teacher, do you have any one to exclude from use of the revised evaluation tool? (See the definition on page 1 of 'Attachment 1: School Personnel – Evaluation of Professional Performance Capabilities).

Consider what kind of evaluation:

- Is there a past history (**4 years**) of satisfactory evaluations? If so, who can you begin “phasing” into focused evaluation?
- How many on comprehensive each year? Focused for the year?
- Have you thought about using common criteria for focused evaluations, based on School Improvement Planning needs?

Consider where:

- How many at each building?
 - What kind of support is there for the principal? In other words, is there an assistant principal or someone else who helps with evaluations?

Reminder:

- Have you checked with your attorney about the years prior to full implementation “counting”?

Considerations for the Implementation of the Revised Principal Evaluation System:

Years:

- **2013-2014:** Principals with fewer than 3 years of experience **or** unsatisfactory performance **or** those new to the district
- **2014-2015:**
- **2015-2016:**
 - **Language of 5895:** “...school districts are encouraged to conduct comprehensive summative evaluations of principal performance on an annual basis.” - Section 1, (12 c (v))