



SUPERINTENDENT OF PUBLIC INSTRUCTION

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January 31, 2013

() Action Required
(X) Informational

MEMORANDUM NO. 004-13M K–12 Education

TO: Educational Service District Superintendents
School District Superintendents
School Building Principals

FROM: Randy I. Dorn, State Superintendent of Public Instruction

RE: Teacher and Principal Evaluation Project Update
Recommended Implementation of WAC 392-191A – Professional Growth
and Evaluation of School Personnel

CONTACT: Michaela Miller, Teacher/Principal Evaluation Project Manager
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Introduction

On June 7, 2012, Engrossed Substitute Senate Bill 5895 (ESSB 5895) was signed into law revising the teacher and principal evaluation system and establishing the requirements and details of the new system. This legislation is available online at <http://apps.leg.wa.gov/documents/billdocs/2011-12/Pdf/Bills/Session%20Laws/Senate/5895-S.SL.pdf>.

Background

ESSB 5895, like its predecessor E2SSB 6696, provides for the development and implementation of new teacher and principal evaluation systems over the next three years. All school districts in the state will adopt and implement new evaluation systems in the 2013–14 school year. The intent of the bill is to create teacher and principal evaluation systems to support teacher and principal development and impact student learning. This bulletin is intended to bring school districts current information regarding the following aspects of the new evaluation requirements:

- ESSB 5895 OSPI Rulemaking (Washington Administrative Code) Update
- Recommended Implementation of ESSB 5895
- Evaluation Professional Learning Module Update

ESSB 5895 - OSPI Rulemaking & Guidance Update

ESSB 5895 directs OSPI to create rules or WACs for the new evaluation system. The rulemaking process began in August 2012 and draft rules were available for review in our October bulletin. They can be found at

<http://www.k12.wa.us/BulletinsMemos/bulletins2012.aspx>.

The rules were created by OSPI in partnership with the Teacher and Principal Evaluation Project (TPEP) Steering Committee organizations. The rules reflect the new requirements in ESSB 5895 and the requirements under the new ESEA Flexibility Waiver. The final version of WAC 392-191A is provided as Attachment 1.

Recommended Implementation of ESSB 5895

The Washington State Legislature passed ESSB 5895 with the clear intent that changes to teacher and principal evaluation would be a significant portion of the school reform package.

OSPI and the [Teacher and Principal Evaluation Steering Committee](#) have considered multiple options based on feedback from educators and stakeholders in order to create a statewide implementation plan. The Teacher and Principal Evaluation Steering Committee recommend the following plan that both follows state law and provides districts with a reasonable implementation schedule. Please see Attachment 2 that provides a district example of the recommended implementation plan outlined below.

The legislation requires:

- School district boards of directors to adopt an implementation schedule beginning in 2013–14.
- All provisional and probationary classroom teachers begin in 2013–14 on a comprehensive evaluation.
- All principals in their first three consecutive years, those judged unsatisfactory in 2012–13, or those in their first year in a district on a comprehensive principal evaluation in 2013–14.
- All classroom teachers, principals, and assistant principals are evaluated under the revised systems no later than 2015–16.

The law stipulates that “all classroom teachers are evaluated under the new revised systems no later than 2015–16,” but does not require that all classroom teachers have a comprehensive evaluation by 2015–16. Nothing prevents earlier transition.

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Therefore, the Teacher and Principal Evaluation Steering Committee recommends:

- All certificated classroom teachers, principals, and assistant principals are evaluated on either a comprehensive or focused evaluation using the new state criteria beginning in 2013–14.
- All certificated classroom teachers on a continuing contract complete a comprehensive evaluation by the end of 2016–17.

This 4-year implementation recommendation allows for:

- More intentional rater agreement training during the first years of implementation.
- More reasonable accommodation for the variety of teacher-principal caseload numbers.
- More careful evaluations of provisional status teachers that will be on a comprehensive evaluation in the first year of implementation.

Evaluation Professional Learning Module Update

OSPI is compiling guidance to complement the WAC 392-191A. The guidance is intended to provide framework specific support, including forms and tools for successful implementation. This guidance will be available on the [TPEP website](#) and through [iTunes U](#), which will also host online training modules on the evaluation system and the eVAL management tool. The guidance is anticipated to be released in mid to late February 2013.

For questions regarding teacher or principal evaluation policy matters, please contact Michaela Miller at (360) 725-6116 or email Michaela.miller@k12.wa.us. The OSPI TTY number is (360) 664-3631.

K–12 EDUCATION

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Deputy Superintendent

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Attachment 1: WAC 392-191A

Attachment 2: Washington State Teacher and Principal Evaluation Implementation
TPEP Steering Committee Implementation Recommendation