

Selecting Teachers to Participate in the TPEP 2012-13

Important Considerations:

1. To calculate the 20%, identify all Principals and Assistant Principals who evaluate staff and all certificated teachers. Include all provisional teachers (do not include ESAs). Start with that total number. Determine 20% of that total number. Then subtract the number of Principals and Assistant Principals who evaluate staff. That is the number of teachers who will participate in the pilot. Therefore, the number of certificated teachers is less than 20%.

Example: 100 Teachers

10 Principals/Assistant Principals
Total = 110 Certificated teachers (no ESAs)

20% = 22

Subtract -10 Principals/Assistant Principals

Total 12 Teachers to include in the pilot (round up if this doesn't work out evenly)

2. Include representation from each building
3. Provide a balance of gender
4. Provide a balance of grade/subject areas
5. Provide a balance of various career stages i.e. more novice, mid and advanced
6. Do not include any teachers on a plan of improvement or if a Principal thinks there may be a teacher who may be going onto a plan of improvement next year.
7. A teacher who is going off provisional status in 2012-2013 does not need to be included