

Teacher/Principal Evaluation Pilot - TPEP

The Big Picture

- 1. TPEP and 5 Dimensions of Teaching and Learning:** In order to satisfy the requirements for the new evaluation system under ESSB 5895 the Lynden School District has selected the *5 Dimensions of Teaching and Learning* as our instructional framework.
 - a. TPEP is a result of E2SSB 6696 and ESSB 5895
 - b. This legislation was crafted as part of requirements for the ESEA Waiver that the State of Washington submitted to the Federal Government to be released from AYP accountability requirements.
 - c. A growth model for strengthening instructional knowledge and skill, all can learn and grow
 - d. Includes multiple measures of student growth (TBD)
 - e. Includes a reflective process aimed at providing Professional Development and Support to improve instruction and leadership
 - f. Includes revised evaluation criteria for teachers and principals

- 2. The TPEP Committee will develop an evaluation system that will include:**
 - a. A four-tier evaluation rubric with clear criteria and standards for each level of performance
 - b. Processes and procedures for the evaluation system
 - c. Supports and expectations for teachers at various levels of performance
 - d. Supports and expectations for administrators using the evaluation tool
 - e. Professional development for administrators and teachers that prioritizes a proactive, collaborative evaluative culture that will lead to successful implementation of the model

- 3. The TPEP Committee work will include, but not be limited to, the following:**
 - a. Creating an implementation plan for the recommended evaluation model
 - b. Establishing a communication plan to inform teachers and administrators of the recommended evaluation model
 - c. Piloting and assessing the evaluation tools and procedures; and
 - d. Developing foundation documents to help explain and describe the new system as well as a frequently asked questions (FAQ) document that can be shared with staff and other stakeholders

- 4. New Evaluation Processes: There are two types – Focused and Comprehensive**
 - a. A Focused evaluation (the short form) will utilize one or more of the 8 evaluation criteria and is based on professional growth activities specifically linked to the selected criteria

- b. A Comprehensive evaluation will require all 8 of the evaluation criteria to be covered. Each employee must receive a comprehensive evaluation at least every 4 years.
- c. These new processes will replace what is currently utilized. Some elements are subject to the negotiated agreement between the Lynden School District and the Lynden Education Association.

5. Important TPEP Dates:

- a. **December 1, 2012**: OSPI will decide on *summative performance rating descriptors* and will adopt rules for implementing
- b. **December 1, 2012**: OSPI will determine a *common method for calculating* the comprehensive and focused evaluation performance ratings and will adopt rules for implementing.
- c. **2012-2013**: In the winter and spring LSD staff may engage in a limited pilot to inform the implementation of a new evaluation system. The details of the pilot will be determined by the TPEP Committee.
- d. **April 19, 2013**: The LSD TPEP committee will make a final recommendation to the LSD and LEA so that a new evaluation model can be bargained/implemented by September 1, 2013
- e. **2013-2014** School Year: All School Districts in Washington State must begin implementation.
- f. **2016**: The new evaluation system must be fully implemented.
- g. **2016**: A comprehensive summative evaluation shall be used with every teacher in the Lynden School District. Each teacher shall receive a comprehensive evaluation every 4 years.