Spring BEDS

Training

Host: Marlene Dorenkamp
or
Mike Baethke

Division of Communication & Information Services

Iowa Department of Education
Opening
May 06, 2013
Reporting Teacher Evaluation Data
Teacher Performance Overview

Building Level Teacher Data:
Enter the total number of teachers in this building for the current school year:

Enter the total number of teachers evaluated at this building during the current school year:

This building would be considered the teacher's primary building.

Overview of Evaluation Instrument:
Were teachers evaluated using ISBE's Performance Evaluation Forms for Career and Beginning Teachers during the current school year?

Building Level Teacher Data:
Enter the number of evaluated teachers that were provided an overall (summative) evaluation for the current school year:

Select the total number of performance levels available to select from when determining an overall (summative) rating for a teacher:
Enter the number of teachers assigned to this building.

Count teachers only once, typically at their primary building.
Enter the total number of teachers assigned to this building who were given a performance evaluation during the current school year.

10
Were teachers evaluated using the ISEA’s Performance Evaluation Forms for Beginning and Career Teachers?

If “yes,” select and move on!
Were teachers evaluated using the ISEA’s Performance Evaluation Forms for Beginning and Career Teachers?

If “no” select and provide overview.
Overview of Evaluation Instrument

If ISEA’s Performance Evaluation Forms for Beginning and Career Teachers were used in a modified version, select no and describe the modifications.

Select “no” and describe.
Enter the number of evaluated teachers that were provided an overall (summative) evaluation for the current school year.

How many teachers received a summative evaluation?

10
Beginning Teacher

Evaluation

ISEA Great Education. It's An Iowa Basic.
Comprehensive Evaluation Summative Form
(Iowa Department of Education)

Teacher: ____________________________  Folder #: ____________________________
Evaluator: ____________________________  Folder #: ____________________________
School Name: ____________________________
Grade Level: ____________________________  Subjects: ____________________________  Year: 1  2  3

Directions:
In the narrative under each standard, the evaluator should incorporate and address each criterion.

1. DEMONSTRATES ABILITY TO ENHANCE ACADEMIC PERFORMANCE AND SUPPORT FOR AND IMPLEMENTATION OF THE SCHOOL DISTRICT’S STUDENT ACHIEVEMENT GOALS.
The teacher:
a. Provides evidence of student learning to students, families, and staff.
b. Implements strategies supporting student, building, and district goals.
c. Uses student performance data as a guide for decision making.
d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.
e. Creates an environment of mutual respect, rapport, and fairness.
f. Participates in and contributes to a school culture that focuses on improved student learning.
g. Communicates with students, families, colleagues, and communities effectively and accurately.

☐ Additional documentation/artifacts applicable to this standard are attached as Appendix A-1.2.
The teacher is a first year Beginning Teacher.
Teacher is a first year Beginning Teacher.

Question:
Was the first year beginning teacher provided a summative rating?

Example # 1

Overall
(Summative Evaluation)

Evaluated – Not Rated
Performance Review

Beginning Teacher
First or Second Year

Example # 2

Overall
(Summative Evaluation)

Evaluated – Rated ???

Question: Does this form provide beginning teachers a summative rating?
Evaluated – Rated

Example # 3

Overall
(Summative Evaluation)

Beginning Teacher
First or Second Year

Teacher meets or exceeds all eight Iowa Teaching Standards.
Teacher fails to meet the Iowa Teaching Standards.

Performance Review

Beginning Teacher
First or Second Year

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated
Two Performance Levels
Teacher is being recommended for a third year before a license decision is made.

Performance Review

Example # 3

Overall
(Summative Evaluation)

Evaluated – Rated

Two Performance Levels
How many rating levels are linked to the ISEA Beginning Teacher Form?

Three:

1. Fails to Meet
2. Recommended for third year
3. Meets
Career Teacher

Evaluation

ISEA Great Education. It’s An Iowa Basic.
Career Performance Review

Teacher: __________________________  School: __________________________
Evaluator: __________________________  Date: __________________________
Date of Pre-Conference: __________________________
Date of Observation: __________________________
Date of Post-Conference: __________________________

Staff member’s overall performance:

Staff member is meeting the expectations of the Iowa Teaching Standards

Yes [ ]
No [ ]

If “no” is marked, state which standard(s) is (are) not met and identify the information and evidence used to make the decision.

Evaluator Signature: __________________________  Date: __________________________

Teacher Signature: __________________________  Date: __________________________

Signature of the teacher does not indicate that the teacher agrees with the content of the review, only that they have received a copy.

ISEA Model

Overall (Summative Evaluation)

Staff member is meeting the expectations of the Iowa Teaching Standards.
Staff member is not meeting the expectations of the Iowa Teaching Standards.
CAREER PERFORMANCE REVIEW

Evaluator’s Comments:

Plan for Cycle Year Teacher Individual Career Development:

Teacher meets or exceeds all eight Iowa Teaching Standards.

Example # 1

Career Teacher

Overall (Summative Evaluation)

Evaluated – Rated

Two Performance Levels
CAREER PERFORMANCE REVIEW

Evaluator’s Comments:

Plan for Cycle Year Teacher Individual Career Development

Teacher fails to meet one or more of the Iowa Teaching Standards.

Teacher meets or exceeds all 8 Iowa Teaching Standards.

The teacher fails to meet one or more of the Iowa Teaching Standards.

Evaluator’s Signature ___________________________ Date ____________

Evaluation Period ___________________________ to ___________________________

Teacher’s Signature ___________________________ Date ___________________________

Example # 1

Career Teacher

Overall

(Summative Evaluation)

Evaluated – Rated

Two Performance Levels
Performance Review

Career Teacher

Example # 2

Overall (Summative Evaluation)

Evaluated – Rated

Two Performance Levels

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Teacher meets or exceeds all eight Iowa Teaching Standards.

Teacher fails to meet one or more of the Iowa Teaching Standards.
Performance Review

Career Teacher

Example # 3

Overall

(Summative Evaluation)

Evaluated – Rated

Three Performance Levels

The teacher does not meet the Iowa Teaching Standards.
The teacher is progressing towards meeting the Iowa Teaching Standards.
The teacher meets the Iowa Teaching Standards.
### Individual Career Development Plan

<table>
<thead>
<tr>
<th>Teacher Name</th>
<th>Building</th>
<th>Date</th>
</tr>
</thead>
</table>

### Names of Other Teachers Involved:

<table>
<thead>
<tr>
<th>General Focus of the Plan:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Specific Goal(s): (Written in a manner that allows for progress to be noted):</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Rationale for the Plan:</th>
</tr>
</thead>
</table>

What student learning concerns will this plan address and what data is used for analyzing the goals and progress:

How does this plan relate to building and/or district student achievement goals and district career development goals?

How will the strategies and activities in this plan lead toward accomplishment of the goal?

### Check the Iowa Teaching Standards that are addressed in this plan:

1. Enhance Student Achievement
2. Content Knowledge
3. Planning and Preparation
4. Instructional Strategies
5. Monitoring Student Learning
6. Classroom Management
7. Professional Growth
8. Professional Responsibilities

### Action Plan with Timeline:

<table>
<thead>
<tr>
<th>Resources Needed to Implement the Plan:</th>
</tr>
</thead>
</table>

### Expected Learning from the Plan:

<table>
<thead>
<tr>
<th>Teacher Signature(s) and Date</th>
<th>Evaluator Signature and Date</th>
</tr>
</thead>
</table>

Copy to be placed in personnel file
Identify the number of performance levels available to select from when determining an overall (summative) rating for a teacher.

Example of Two Levels:
1. Does not meet
2. Meets

Example of Three Levels:
1. Does not meet
2. Progressing
3. Meets
Identify the performance level by name starting with the lowest level.

Example of Two Levels:
1. Does not meet
2. Meets

Identify the Number of Teachers at each level.
Does not meet = 2
Meets = 8
Acknowledging whether each level is either acceptable or unacceptable based on district expectations.

Example of Two Levels:
1. Does not meet
2. Meets

Acknowledgement: Yes or No
## Certification

**Certified 6/15/2012 1:39:09 PM**

All the records described below are now BROWSE ONLY. Please contact person listed at the bottom of the display if you need to make further adjustments to this information.

Thank You.

### District Level Forms

<table>
<thead>
<tr>
<th>Form</th>
<th>Status</th>
<th>Records Found</th>
<th>Records Updated</th>
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<tbody>
<tr>
<td>Early Childhood</td>
<td>COMPLETE</td>
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<td>1</td>
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<tr>
<td>Early Start Calendar Waiver Request</td>
<td>COMPLETE</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Graduation Requirements</td>
<td>COMPLETE</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>LEP/ELL Staffing</td>
<td>COMPLETE</td>
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<td>1</td>
</tr>
<tr>
<td>Postsecondary Enrollment Options</td>
<td>COMPLETE</td>
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<td>1</td>
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<tr>
<td>Principal Evaluations</td>
<td>COMPLETE</td>
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<td>1</td>
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</tbody>
</table>

### Building Level Forms

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</thead>
<tbody>
<tr>
<td>Address Review</td>
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<tr>
<td>Anti-Bullying/Harassment</td>
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<td>6</td>
</tr>
<tr>
<td>School Minutes</td>
<td>COMPLETE</td>
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<td>6</td>
</tr>
<tr>
<td>Teacher Evaluations</td>
<td>COMPLETE</td>
<td>6</td>
<td>6</td>
</tr>
</tbody>
</table>

This Record Certified: 6/15/2012 1:39:09 PM

For questions regarding this form, please contact one of the following staff:

Email: Marlene Dotshampa, Phone: (515) 291-5507

Email: Mike Petersen, Phone: (515) 291-5280

Number of Records: 6 (7 incl. 0000)
Contact Information

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Spring BEDS
Training

THANK YOU

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