



Spring BEDS Training

Host: Mike Baethke

Division of Learning
&
Support Services

Iowa Department of Education



Opening

May 05, 2014



Reporting Teacher Evaluation Data

ISEA Great Education.
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Iowa Department of Education

Spring BEDS



IOWA. Education Essentials for Tomorrow. Today.

Home

Evaluations

School Minutes

Review

District Contact

FAQ

Indianola Comm School District - Indianola High School

District: 3114 School: 0109

District Phone: 515-961-9500

Building Phone: 515-961-9510

Timeout in 19 min 29 sec

Contact Us

Exit Spring BEDS

Teacher Performance Overview

[Return to Spring BEDS Menu](#)

Building Level Teacher Data:

Enter the total number of teachers in this building for the current school year:

72

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

25

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

Overview of Evaluation Instrument:

Were teachers evaluated using ISEA's Performance Evaluation Forms for Career and Beginning Teachers during the current school year?

Yes No

Building Level Teacher Data:

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

25

Select the total number of performance levels available to select from when determining an overall (summative) rating for a teacher:

3

Submit

Teacher Performance Overview

Explanation goes here.

[Return to Spring BEDS Menu](#)

Teacher Performance Overview

Building Level Teacher Data:

Enter the total number of teachers in this building for the current school year:

30

**Enter the number of teachers
assigned to this building.**

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



Count
teachers
only once,
typically at
their primary
building.



Teacher Performance Overview

Explanation goes here.

[Return to Spring BEDS Menu](#)

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:

Enter the total number of teachers assigned to this building who were given a performance evaluation during the current school year.



Overview of Evaluation Instrument

Overview of Evaluation Instrument:

Were teachers evaluated using ISEA's Performance Evaluation Forms for Career and Beginning Teachers during the current school year?

= Yes

Please provide an overview of the evaluation instrument:

Overview of Evaluation Instrument:

Please provide an overview of the evaluation instrument that was used.

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



If **“yes,”**
select
and move
on!



Overview of Evaluation Instrument

Overview of Evaluation Instrument:
Were teachers evaluated using ISEA's Performance Evaluation Forms for Career and Beginning Teachers during the current school year? Yes = No

Please provide an overview of the evaluation instrument:

Overview of Evaluation Instrument:
Please provide an overview of the evaluation instrument that was used.

Provide a brief overview of instrument used.

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

Overview of Evaluation Instrument:
Were teachers evaluated using ISEA's Performance Evaluation Forms for Career and Beginning Teachers during the current school year? Yes **No**

Please provide an overview of the evaluation instrument:

Overview of Evaluation Instrument:
Please provide an overview of the evaluation instrument that was used.

Describe modifications made to ISEA forms.

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.**



Building Level Teacher Data

Building Level Teacher Data:

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

10

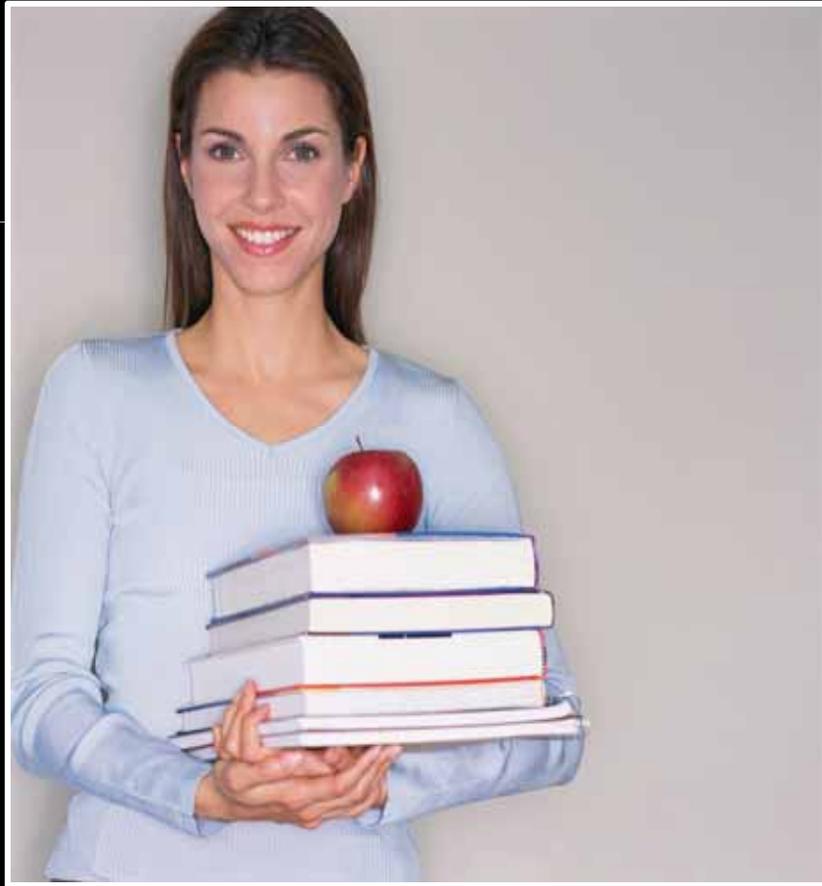
Enter the number of evaluated teachers that were provided and overall (summative) evaluation.



How many teachers received a summative evaluation?



Beginning Teacher



Evaluation

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PROBATIONARY EVALUATION
REPORT

Evaluator's Comments:

Teacher's Comments:

Plan for Professional Growth:

- The teacher is a first year Beginning Teacher.
- The teacher meets or exceeds standards.
- The teacher fails to meet the standards.
- The teacher is being recommended for dismissal.

Evaluator's Signature _____

Evaluation Period _____ to _____

Teacher's Signature _____

Date _____

809 - YELLOW

1st Year - Provide evidence for at least 3 of the 8 (mission of 21 criteria) IA Teaching Standards by March 31st

2nd Year - Completed evidence for all 8 IA Teaching Standards by March 31st - 2nd Year Extended - Provide evidence for all 8 IA Teaching Standards by March 31st

Teacher and Evaluator Signatures due prior to May 12th

Teacher is a first
year Beginning
Teacher.

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

Performance Review

Beginning Teacher

First or Second Year

Example # 1

Overall

(Summative Evaluation)

Evaluated – Not Rated

- opportunities to improve practice.
- d. Establishes and implements professional development plans based upon the teacher needs aligned to the Iowa Teaching Standards and district/building student achievement goals.

Evaluator's comments/response to support attainment of or failure to meet standard:

Check one: Meets standard In Progress Does not meet standard

Standard 8. Fulfills professional responsibilities established by the school district.

The teacher:

- a. Adheres to board policies, district procedures, and contractual obligations
- b. Demonstrates professional and ethical conduct as defined by state law and individual district policy.
- c. Contributes to efforts to achieve district and building goals.
- d. Demonstrates an understanding of and respect for all learners and staff.
- e. Collaborates with students, families, colleagues, and communities to enhance student learning.

Evaluator's comments/response to support attainment of or failure to meet standard:

Check one: Meets standard In Progress Does not meet standard

Teacher's Signature _____ Date _____

Evaluator's Signature _____ Date _____

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

Performance Review

Beginning Teacher

First or Second Year

Example # 2

Overall

(Summative Evaluation)

Evaluated – Rated ???

PROBATIONARY EVALUATION
REPORT

Evaluator's Comments:

Teacher's Comments:

Plan for Professional Growth:

Teacher meets or
exceeds all eight
Iowa Teaching
Standards.

- The teacher is a first year Beginning Teacher.
- The teacher meets or exceeds all 8 Iowa Teaching Standards and is recommended for a standard license.
- The teacher fails to meet the Iowa Teaching Standards.
- The teacher is being recommended for a 3rd year of extended probationary evaluation.

Evaluator's Signature _____ Date _____

Evaluation Period _____ to _____

Teacher's Signature _____ Date _____

809 - YELLOW

1st Year - Provide evidence for at least 3 of the 8 (mission of 21 criteria) IA Teaching Standards by March 31*

2nd Year - Completed evidence for all 8 IA Teaching Standards by March 31* - 3rd Year Extended - Provide evidence for all 8 IA Teaching Standards by March 31*

Teacher and Evaluator Signatures due prior to May 12th

Performance Review

Beginning Teacher

First or Second Year

Example # 3

Overall (Summative Evaluation)

Evaluated - Rated

Three Performance Levels

PROBATIONARY EVALUATION
REPORT

Evaluator's Comments:

Teacher's Comments:

Plan for Professional Growth:

- The teacher is a first year Beginning Teacher.
- The teacher meets or exceeds all 8 Iowa Teaching Standards and is recommended for a standard license.
- The teacher fails to meet the Iowa Teaching Standards.
- The teacher is being recommended for a 3rd year of extended probationary evaluation.

Evaluator's Signature _____ Date _____

Evaluation Period _____ to _____

Teacher's Signature _____ Date _____

809 - YELLOW

1st Year - Provide evidence for at least 3 of the 8 (mission of 21 criteria) IA Teaching Standards by March 31*

2nd Year - Completed evidence for all 8 IA Teaching Standards by March 31* - 3rd Year Extended - Provide evidence for all 8 IA Teaching Standards by March 31*

Teacher and Evaluator Signatures due prior to May 12th

**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

PROBATIONARY EVALUATION
REPORT

Evaluator's Comments:

Teacher's Comments:

Plan for Professional Growth:

Teacher is being recommended for a third year before a license decision is made..

- The teacher is a first year Beginning Teacher.
- The teacher meets or exceeds all 8 Iowa Teaching Standards and is recommended for a standard license.
- The teacher fails to meet the Iowa Teaching Standards.
- The teacher is being recommended for a 3rd year of extended probationary evaluation.

Evaluator's Signature _____ Date _____

Evaluation Period _____ to _____

Teacher's Signature _____ Date _____

809 - YELLOW

1st Year - Provide evidence for at least 3 of the 8 (minimum of 21 criteria) IA Teaching Standards by March 31*

2nd Year - Completed evidence for all 8 IA Teaching Standards by March 31* - 3rd Year Extended - Provide evidence for all 8 IA Teaching Standards by March 31*

Teacher and Evaluator Signatures due prior to May 12th

Performance Review

Beginning Teacher

First or Second Year

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Two Performance Levels

PROBATIONARY EVALUATION
REPORT

Evaluator's Comments:

Teacher's Comments:

Plan for Professional Growth:

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

- The teacher is a first year Beginning Teacher.
- The teacher meets or exceeds all 8 Iowa Teaching Standards and is recommended for a standard license.
- The teacher fails to meet or exceeds all 8 Iowa Teaching Standards and is recommended for a standard license.
- The teacher is being recommended for a standard license.

Three:

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

Evaluator's Signature _____

Evaluation Period _____

Teacher's Signature _____

8/99 - YELLOW

1st Year - Provide evidence for at least 5/8 of

2nd Year - Completed evidence for all 8 I.T.S.

Teacher and Evaluator Signatures due prior

March 31st

Performance Review

Beginning Teacher

First or Second Year

Overall (Summative Evaluation)

Evaluated – Rated

??? Performance Levels

Building Level Teacher Data

Rating	Performance Level Name	Number of Teachers with Rating	Acceptable Performance	Warning
Level 1 (Lowest)	<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input checked="" type="radio"/> No	
Level 2 (Highest)	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/> Yes <input type="radio"/> No	
Totals		0	Number of rated teachers must total 1.	
Evaluated/No overall rating		1		

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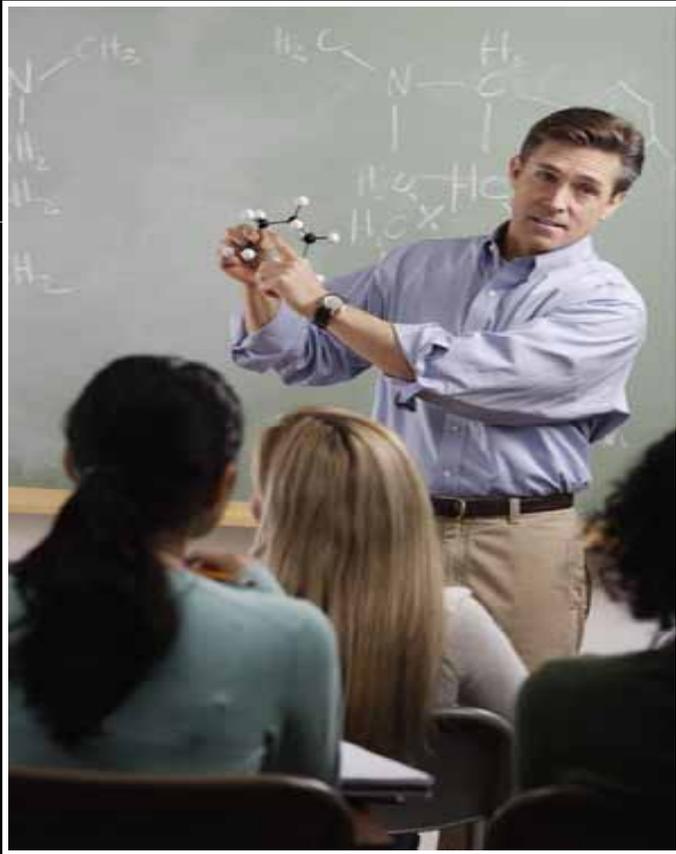
Enter the lowest performance first and then acknowledge whether the performance descriptor is acceptable or not.



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

Acknowledgement
Yes or No

Career Teacher



Evaluation

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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.

Staff member is meeting the expectations of the Iowa Teaching Standards.

Career Performance Review

Career Teacher

ISEA Model

Overall (Summative Evaluation)

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.

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

Career Performance Review

Career Teacher

ISEA Model

Overall
(Summative Evaluation)

CAREER PERFORMANCE REVIEW

Evaluator's Comments:

Plan for Cycle Year Teacher Individual Career D

Teacher meets or exceeds all eight Iowa Teaching Standards.

The 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 _____

809 - WHITE
Understands all 8 Standards by March 31*
Teacher and Evaluator Signatures due prior to May 12th

Performance Review

Career Teacher

Example # 1

Overall (Summative Evaluation)

Evaluated – Rated

Two Performance Levels

CAREER PERFORMANCE REVIEW

Evaluator's Comments:

Plan for Cycle Year Teacher Individual Career D

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

The 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 _____

899 - WHITE
Understands all 8 Standards by March 31*
Teacher and Evaluator Signatures due prior to May 12th

Performance Review

Career Teacher

Example # 1

Overall (Summative Evaluation)

Evaluated – Rated

Two Performance Levels

Administrator Determination:

Tier 1:

This teacher is a first year Beginning Teacher (No final evaluations).

This teacher is a second year teacher and meets all Iowa Teaching Standards. License recommended.

This teacher is being recommended for a third year before a license decision is made.*

This teacher is not recommended for licensure.

Tier 2:

This career level teacher meets all Iowa teaching Standards and district standards.

This career level teacher does not meet Iowa Teaching standards or district standards and is not recommended for Tier 3.

Evaluator's Signature: _____ Date: _____

Evaluation Period: _____

Teacher's Signature: _____

*The district must contact the Board of Educational Examiners for the form provided by the Board of Educational Examiners for a teacher. This form will be available in the spring of 2003.

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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 # 2

Overall

(Summative Evaluation)

Evaluated – Rated

Two Performance Levels

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Three Performance Levels

Teacher Reflection and Comments:

Evaluator Comments:

Performance Review

The teacher meets the Iowa Teaching Standards.

The teacher is progressing toward meeting the Iowa Teaching Standards.

The teacher does not meet the Iowa Teaching Standards.

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

Teacher's Signature

Evaluator's Signature

The teacher acknowledges review of this Iowa Teaching Standards Review will respond within 10 days after receiving a copy of this form. The teacher and evaluator

The teacher does not meet the Iowa Teaching Standards.

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Three Performance Levels

Teacher Reflection and Comments:

Evaluator Comments:

Performance Review

The teacher meets the Iowa Teaching Standards.

The teacher is progressing toward meeting the Iowa Teaching Standards.

The teacher does not meet the Iowa Teaching Standards.

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

Teacher's Signature

Evaluator's Signature

The teacher acknowledges review of this Iowa Teaching Standards Review will respond within 10 days after receiving a copy of this form. The teacher and evaluator

The teacher is progressing towards meeting the Iowa Teaching Standards.

Performance Review

Career Teacher

Example # 3

Overall (Summative Evaluation)

Evaluated – Rated

Three Performance Levels

Teacher Reflection and Comments:

Evaluator Comments:

Performance Review

The teacher meets the Iowa Teaching Standards.

The teacher is progressing toward meeting the Iowa Teaching Standards.

The teacher does not meet the Iowa Teaching Standards.

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

Teacher's Signature

Evaluator's Signature

The teacher acknowledges review of this Iowa Teaching Standards Review will respond within 10 days after receiving a copy of this form. The teacher and evaluator

**The teacher meets
the Iowa Teaching
Standards.**

Individual Career Development Plan

Teacher Name	Building	Date
--------------	----------	------

Names of Other Teachers Involved:

General Focus of the Plan:

Specific Goal(s)(Written in a manner that allows for progress to be noted.):

Rationale for the Plan:
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:

<input type="checkbox"/> 1. Enhance Student Achievement	<input type="checkbox"/> 5. Monitoring Student Learning
<input type="checkbox"/> 2. Content Knowledge	<input type="checkbox"/> 6. Classroom Management
<input type="checkbox"/> 3. Planning and Preparation	<input type="checkbox"/> 7. Professional Growth
<input type="checkbox"/> 4. Instructional Strategies	<input type="checkbox"/> 8. Professional Responsibilities

Action Plan With Timeline:

Resources Needed to Implement the Plan:

Expected Learning from the Plan:

Teacher Signature(s) and Date	Evaluator Signature and Date
--------------------------------------	-------------------------------------

Copy to be placed in personnel file

Performance Review

Individual Career Development Plan

Building Level Teacher Data

Building Level Teacher Data:

Select the total number of performance levels available to select from when determining an overall (summative) rating for a teacher:

2
--
2
3
4
5
6

Submit

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

Building Level Teacher Data

Rating	Performance Level Name	Number of Teachers with Rating	Acceptable Performance	Warning
Level 1 (Lowest)	<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input checked="" type="radio"/> No	
Level 2 (Highest)	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/> Yes <input type="radio"/> No	
Totals		0	Number of rated teachers must total 1.	
Evaluated/No overall rating		1		

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[Submit](#) [Return to Questions](#)

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

Building Level Teacher Data

Rating	Performance Level Name	Number of Teachers with Rating	Acceptable Performance	Warning
Level 1 (Lowest)	<input type="text"/>	<input type="text"/>	<input type="radio"/> Yes <input checked="" type="radio"/> No	
Level 2 (Highest)	<input type="text"/>	<input type="text"/>	<input checked="" type="radio"/> Yes <input type="radio"/> No	
Totals		0	Number of rated teachers must total 1.	
Evaluated/No overall rating		1		

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Acknowledge 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

Form: Certification [Go] [Exit]
District: 3114 School: 0000 Name: Indianola Comm School District

District contact phone #: 5159619540 Building contact phone #: 5159619540

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.

[Uncertify]

DISTRICT LEVEL FORMS	STATUS	RECORDS FOUND	RECORDS UPDATED
[Early Childhood]	COMPLETE	1	1
[Early Start Calendar Waiver Request]	COMPLETE	1	1
[Graduation Requirements]	COMPLETE	1	1
[LEP/ELL Staffing]	COMPLETE	1	1
[Postsecondary Enrollment Options]	COMPLETE	1	1
[Principal Evaluations]	COMPLETE	1	1

BUILDING LEVEL FORMS	STATUS	RECORDS FOUND	RECORDS UPDATED
[Address Review]	COMPLETE	7	7
[Anti-Bullying/Harassment]	COMPLETE	6	6
[School Minutes]	COMPLETE	6	6
[Teacher Evaluations]	COMPLETE	6	6 (7 incl. '0000')

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

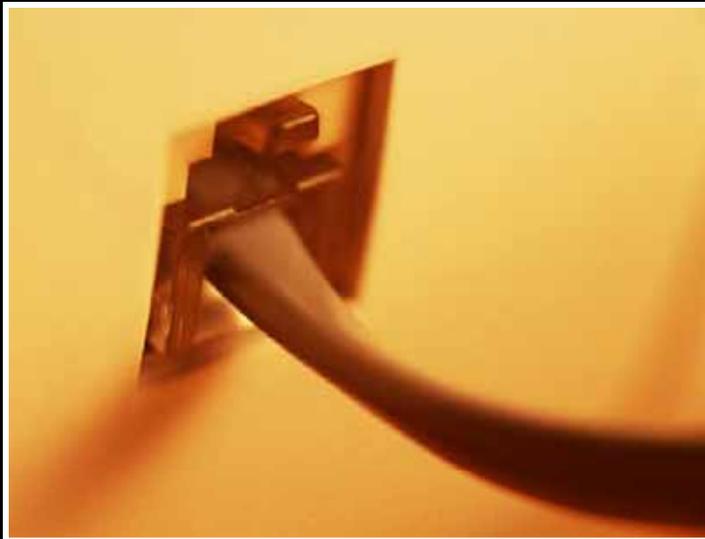
For questions regarding this form, please contact one of the following staff:
Email: [Marlene Dorenkamp](mailto:Marlene.Dorenkamp), Phone: (515) 281-5507
Email: [Mike Baethke](mailto:Mike.Baethke), Phone: (515) 281-5286



Certify By

June 13, 2014





Contact Information

Mike Baethke, Consultant
Iowa Department of Education

Division of Learning and Support
Services

Des Moines, IA 50319
515-281-5286
mike.baethke@iowa.gov



Contact Information

Marlene Dorenkamp, CGFM
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Iowa Department of Education

Division of Learning and Support
Services

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Marlene.dorenkamp@iowa.gov



**Spring BEDS
Training**

THANK YOU

Division of Learning
&
Support Services

Iowa Department of Education