Spring BEDS Training

Host: Mike Baethke
Division of Learning & Support Services
Iowa Department of Education
Opening
May 05, 2014
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:

Input Field: 72

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

Input Field: 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:

Input Field: 25

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

Input Field: 3

Submit
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.
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.
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
Performance Review
Beginning Teacher
First or Second Year
ISEA Model
Overall
(Summative Evaluation)

Comprehensive Evaluation Summative Form
(Iowa Department of Education)
Teacher: _____________________________
Evaluator: ___________________________
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.

Evidence to support attainment of or failure to meet standard:

☐ 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?

Performance Review

Beginning Teacher
First or Second Year

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?
Teacher meets or exceeds all eight Iowa Teaching Standards.

Performance Review

Beginning Teacher
First or Second Year

Example # 3

Overall
(Summative Evaluation)

Evaluated – Rated

Three Performance Levels
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.

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

Performance Review

Beginning Teacher
First or Second Year

Overall
(Summative Evaluation)

Evaluated – Rated

??? Performance Levels
## Building Level Teacher Data

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>Performance Level</th>
<th>Number of Teachers with Rating</th>
<th>Acceptable Performance</th>
<th>Warning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1 (Lowest)</td>
<td></td>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Level 2 (Highest)</td>
<td></td>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

**Totals**
- Number of rated teachers must total 1.
- Evaluated/No overall rating: 1

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

**Acknowledgement**
- Yes or No
Career Teacher Evaluation
Career Performance Review

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

ISEA Model

Overall (Summative Evaluation)
Teacher meets or exceeds all eight Iowa Teaching Standards.

Performance Review
Career Teacher
Example # 1
Overall (Summative Evaluation)
Evaluated – Rated
Two Performance Levels
Teacher fails to meet one or more of the Iowa Teaching Standards.

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

Teacher meets or exceeds all eight Iowa Teaching Standards.

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

**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:**

1. Enhance Student Achievement  
2. Prensent Knowledge  
3. Planning and Preparation  
4. Professional Responsibilities  
5. Monitoring Student Learning  
6. Teachers Management  
7. Professional Growth  
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.
Building Level Teacher Data

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

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

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
**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

<table>
<thead>
<tr>
<th>Form</th>
<th>Status</th>
<th>Records Found</th>
<th>Records Updated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood</td>
<td>COMPLETE</td>
<td>1</td>
<td>1</td>
</tr>
<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>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Postsecondary Enrollment Options</td>
<td>COMPLETE</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Principal Evaluations</td>
<td>COMPLETE</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

### Building Level Forms

<table>
<thead>
<tr>
<th>Form</th>
<th>Status</th>
<th>Records Found</th>
<th>Records Updated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Address Review</td>
<td>COMPLETE</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Anti Bullying/Harassment</td>
<td>COMPLETE</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>School Minuses</td>
<td>COMPLETE</td>
<td>6</td>
<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: Madeline Greenberg, Phone: (515) 281-5507
Email: Steve Baehr, Phone: (515) 281-5286

**Note:** The highlighted section shows that a total of 6 records have been updated, including 0000.
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
Marlene Dorenkamp, CGFM
Consultant
Iowa Department of Education
Division of Learning and Support Services
Des Moines, IA 50319
515-281-5507
Marlene.dorenkamp@iowa.gov
Spring BEDS
Training

THANK YOU

Division of Learning & Support Services

Iowa Department of Education