

Clarification Regarding Instructional Employee Evaluations

All instructional employees will be observed at least twice during the 2011-2012 school year. Teachers with one year or less of experience and teachers needing to demonstrate the Professional Educator Competencies for certification will be observed three times during the 2011-2012 school year.

The following instructional personnel have been identified as needing an alternative evaluation instrument. These instructional personnel will NOT be observed during observation window 1 (October 17 – December 16):

- Math Resource Teachers
- Instructional Trainer Coaches
- Social Studies Teachers (on assignment)
- ESOL Resource Teachers
- Secondary Fine Arts Teachers (on assignment)
- Graduation Enhancement Teachers (excluding teachers at JIEC, HSEC, PGA, Mandala and Cyesis)
- Graduation Enhancement Resource Teachers
- Instructional Media Specialists
- Instructional Technology Specialists
- Prevention/Intervention Counselors
- Career Specialists
- Social Workers
- School Psychologists
- School Nurses
- Pre-K Resource Teachers
- Health Science Educator
- Staffing and Compliance Teachers
- Behavior Specialists
- ESE Resource Teachers
- Speech Language Pathologists
- Audiologists
- Vision Impaired Teachers
- DHH Resource Teachers
- Work Evaluators
- Therapeutic Family Specialists
- Hospital/Homebound Teachers (including Teleclass Teachers)
- Special Populations Coordinator
- Community Pre-K VE Teachers
- Gifted Resource Teachers
- Basic Education Intervention Teachers
- Guidance Counselors
- ESE Teachers - support facilitation, learning lab and/or consultation

The following classroom teachers have been identified as needing an adapted evaluation

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instrument as they do not teach regular standards students in grades K-12. These teachers will NOT be observed during window 1 (October 17 – December 16):

- Pre-K Headstart
- Pre-K VE
- Adult Education Teachers
- ESE Teachers of Low Prevalence Programs pursuing special standards (ASD, EBD, InD, FAPE 22)

Further clarification regarding K-12 Literacy Coaches, ESE Teachers and Job Placement Transition Specialists:

- All K-12 Literacy Coaches will be observed using the same observation instrument as classroom teachers beginning during window 1.
- ESE Teachers teaching regular standards as a self contained teacher or co-teacher for, at least 1 period a day, will be observed using the same observation instrument as classroom teachers during window 1.
- Job Placement Transition Specialists will be observed using the same observation instrument as classroom teachers beginning during window 1.

More information will be shared with all impacted parties as soon as the tool is available. If you have questions regarding this information please contact your administrator.