



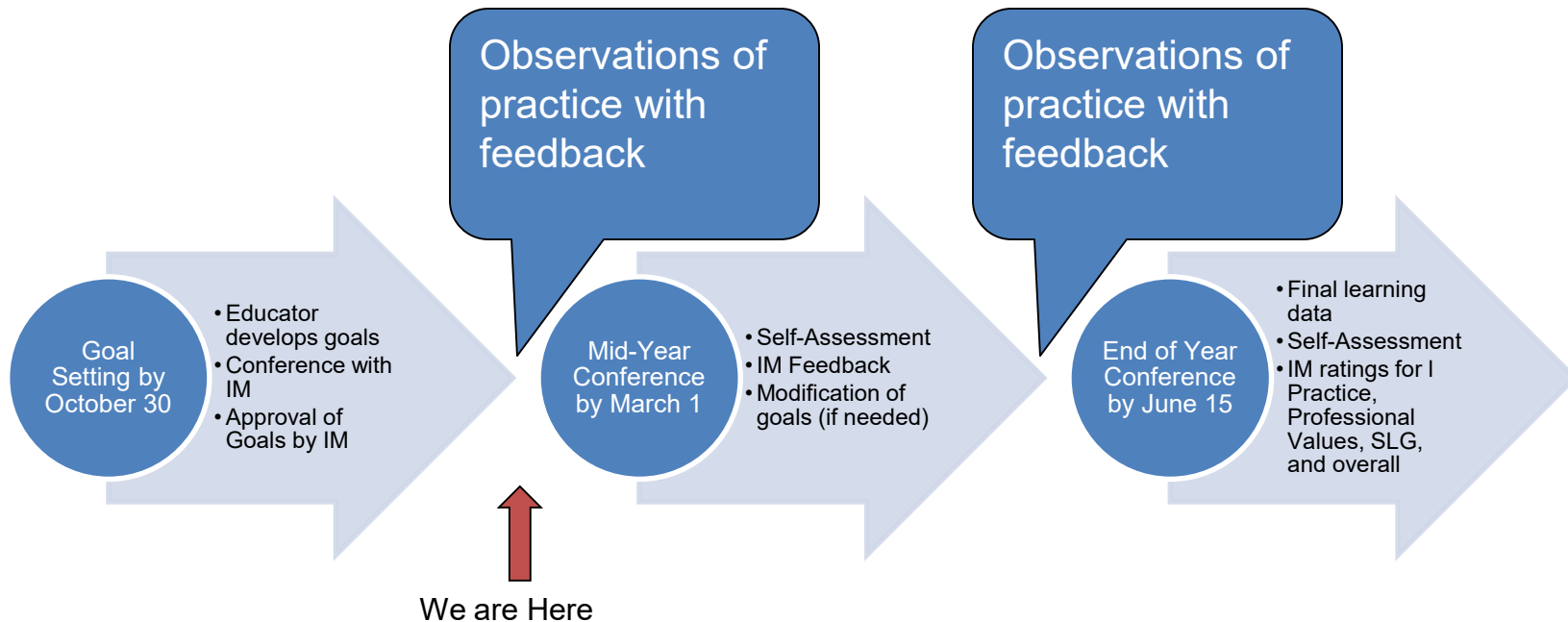
NEW HAVEN PUBLIC SCHOOLS

**Board of Education Meeting
Educator Evaluation Update
2018-2019
Carol D. Birks, Ed.D.
Michele Sherban, Ed.D.
February 11, 2019**

The educator evaluation and development system was created in 2010 and revised in 2015 in partnership with the New Haven Federation of Teachers (NHFT) and School Administrator Association (SAA), and includes a number of significant components:

- Prioritizes instructional coaching & development of educators through professional feedback relationships with instructional managers
- Encourages administrators to provide frequent, concrete feedback to teachers about their performance against a clear, detailed performance rubric, through multiple classroom observations
- Incorporates student growth as measured by objective assessments as a factor in evaluations
- Uses an innovative validation process for teachers, so that third party observers validate administrator judgments about both exemplary and needs improvement teacher performance

Process Overview



Teacher Evaluation and Development Components

The NHPS evaluation and development system uses multiple sources of information to assign each teacher’s evaluation ratings and determine targeted development opportunities.

<u>Component</u>	<u>Measured By</u>	<u>Materials</u>
Student Learning Outcomes	Growth in student learning (i.e., growth on state, district, or other assessments) and attainment of academic goals that are rigorous and aligned to standards Student Feedback	Conference Form, Goal Setting Materials
Teacher Instructional Practice	Instructional manager (IM) judgments of observed teacher performance in the domains of Planning and Preparation, Classroom Practice, and Reflection	Instructional Practice Performance Continuum
Teacher Professional Values	Instructional manager judgments of observed teacher behavior that address a set of characteristics including professionalism, collegiality and high expectations for students.	Professional Values Performance Continuum



Evaluation Processes

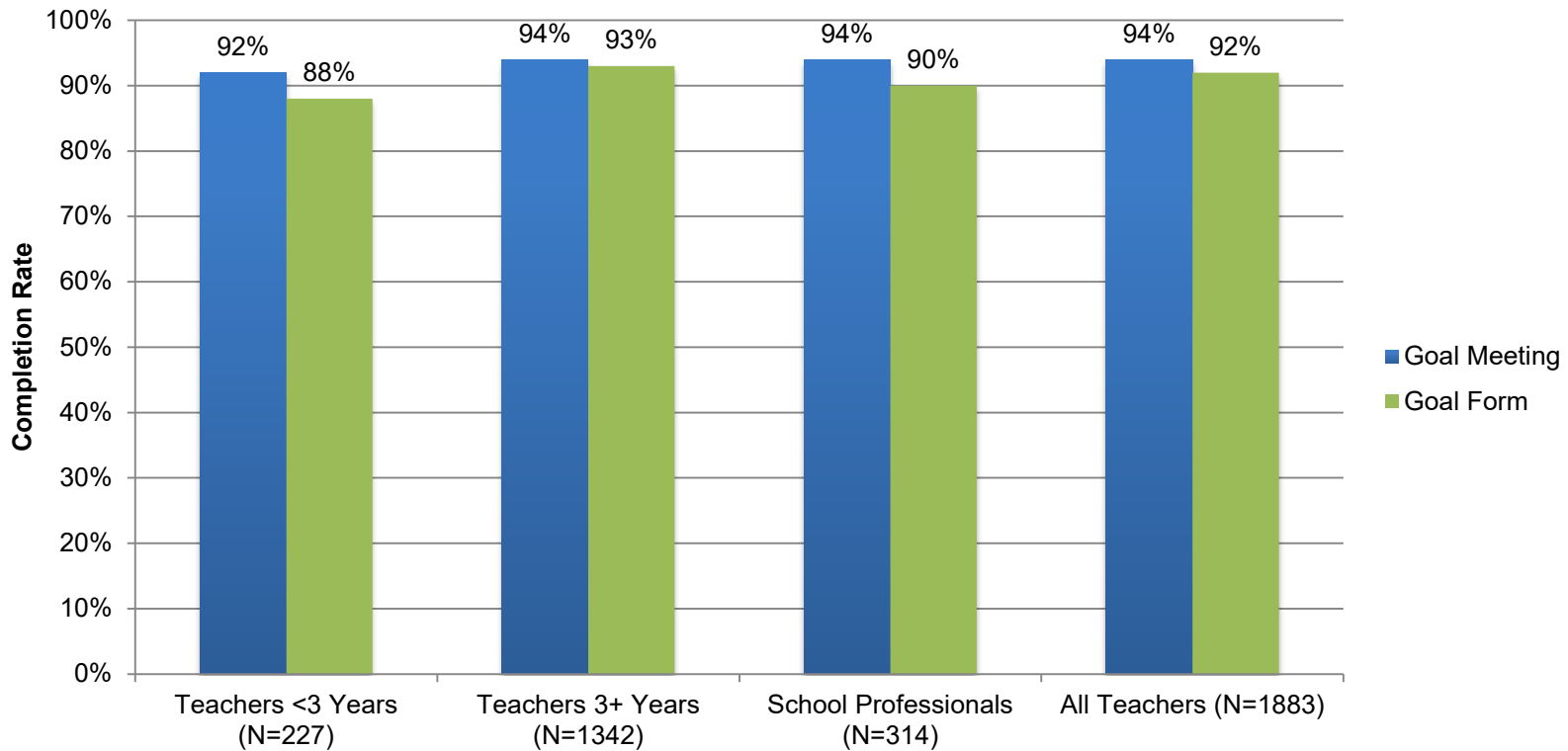
Evaluation Process	Number Assigned
Central Office Administrator (CEVAL)	26
School-based Administrator (PEVAL)	88
School Professional (Includes instructional coaches, magnet resource, social worker, school psychologist, school counselors, special education services)(SPEVAL)	314
Teacher 3+ Years in District (TEVAL)	1342
Teacher <3 Years in District (TEVAL)	227
Grand Total	1997

Evaluation Timeline

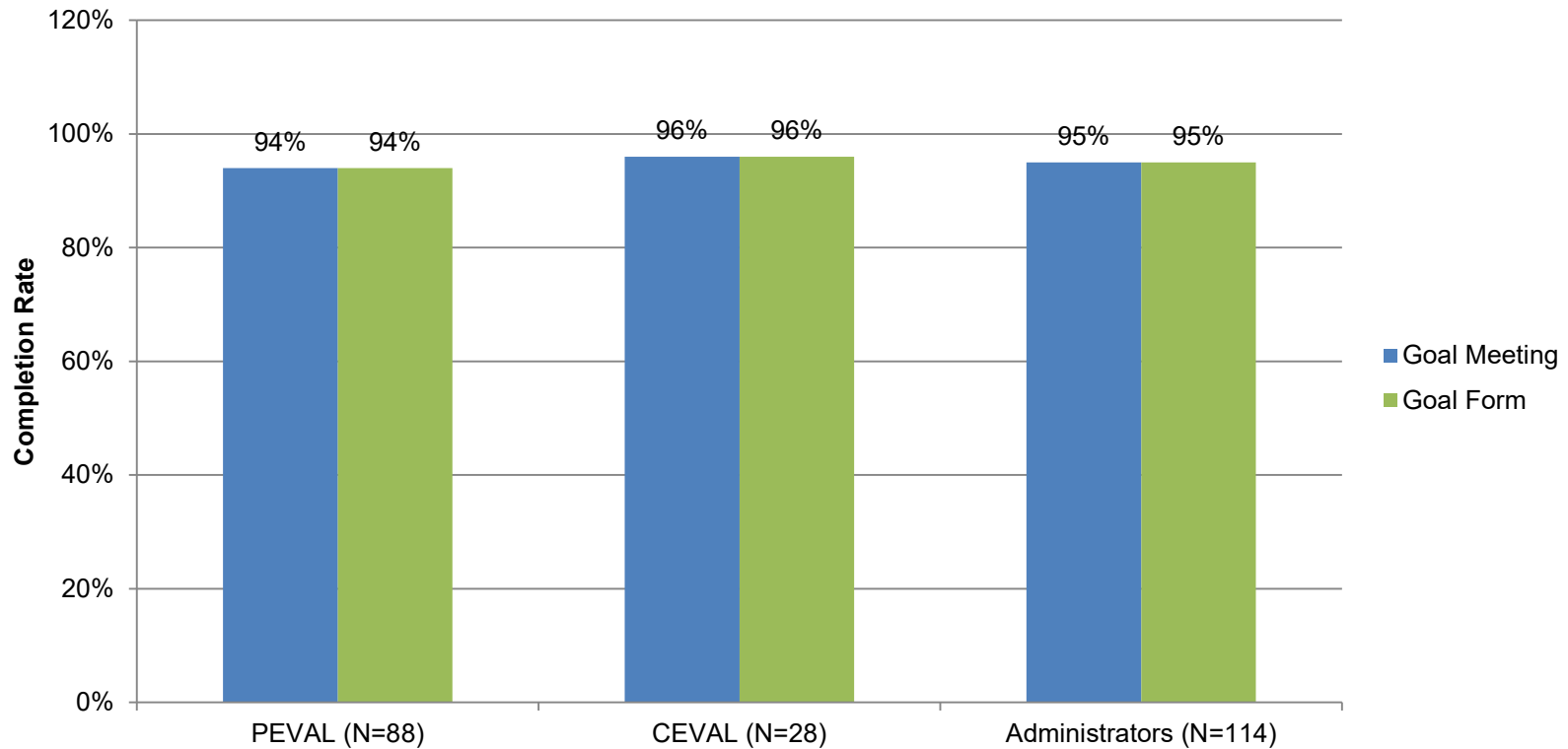
Steps in Process	TEVAL <3 Years	TEVAL	SPEVAL	CEVAL / PEVAL
Goal-Setting Conference & Form	Oct 30	Oct 30	Oct 30	Oct 30
Observation of Practice*	3 by March 1	2 by March 1	NA	NA
Mid-Year Conference & Form	March 15	March 15	March 15	March 15
Observation of Practice*	3 by June 15	2 by June 15	NA	NA
Non-Renewal Notification	April 30	NA	NA	NA
End of Year Conference & Form	June 15	June 15	June 15	June 30

* Additional Observations may be conducted as needed

2018-19 Teacher Evaluation Progress

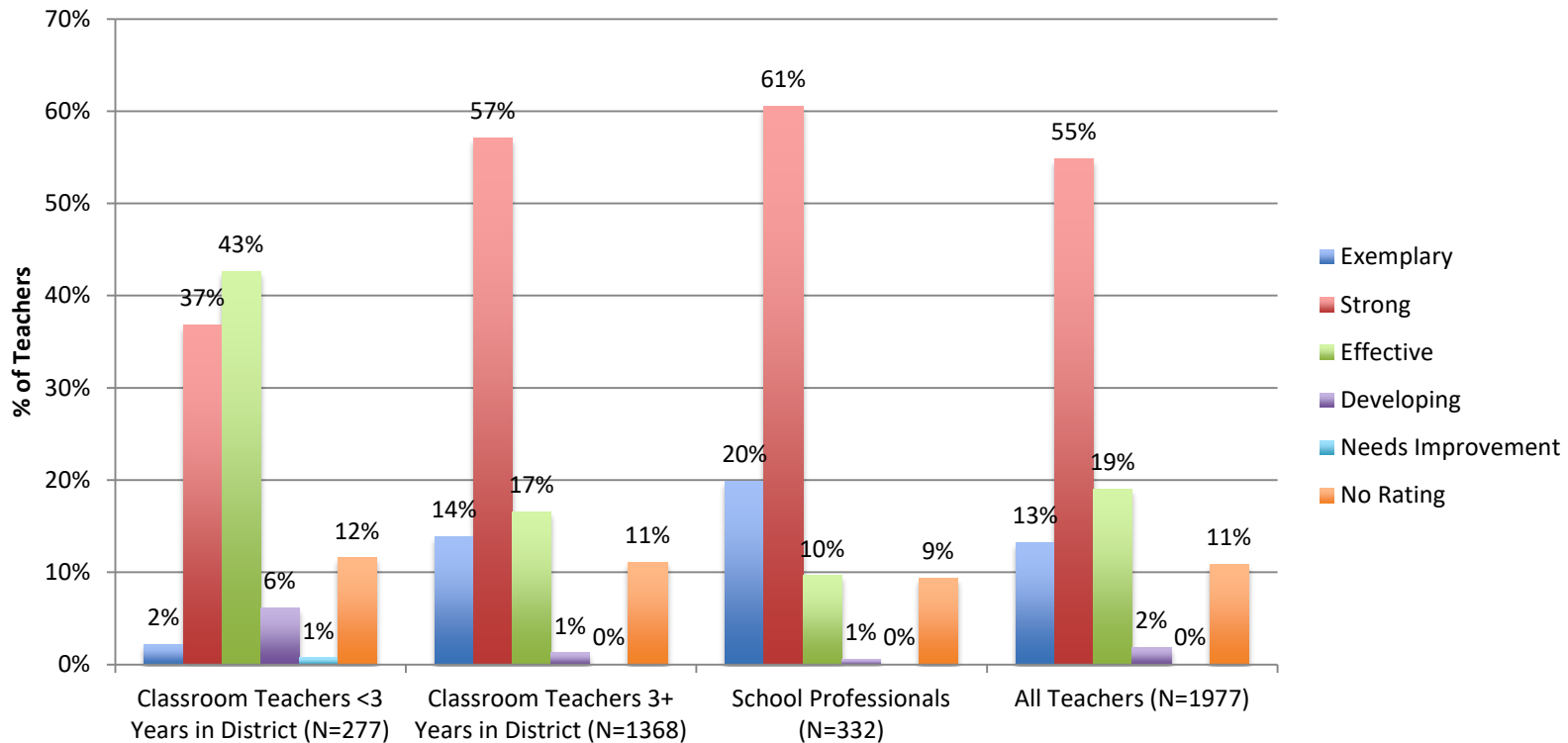


2018-19 Administrator Evaluation Progress



2017-18 Evaluation Results

2017-18 Teacher Evaluation Summary Ratings



2017-18 Evaluation Results

2017-18 Administrator Evaluation Summary Ratings

