

### **BOARD POLICY EXPECTATION**

With respect to evaluation of employees, the Superintendent shall not cause or allow an evaluation system that does not measure employee performance in terms of achieving the Board's Ends policies and complying with the Board's Executive Limitations policies.

### **CERTIFICATION**

I hereby present my monitoring report on Executive Limitations Policy EL-6 "Staff Evaluations" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of June 8<sup>th</sup>, 2017.

Dave Holmes, Superintendent

### **SUPERINTENDENT'S INTERPRETATION OF POLICY**

I interpret this expectation regarding staff evaluations to mean the Board expects staff evaluations to both ensure compliance in meeting the Board's Ends and Executive Limitations as well as using the process as a structure to support professional learning efforts of our entire staff. To accomplish these expectations, it is required that the evaluation instrument meet state requirements for certificated staff members as part of the Teacher-Principal Evaluation Process (TPEP) using the Danielson model. In addition, we continue to use a five step process that includes goal setting with evaluators and staff at the beginning of the year, mid-year reviews or "chats" to monitor progress, and final evaluation meetings to review successes and possible areas for improvement.

### **REPORT**

There are two specific areas described in this policy. The following will address each specific area of EL-6 as best as possible. At the time of this report, I believe that the district is **in compliance** with the Board's expectations.

1. ***The superintendent shall not fail to develop and administer an evaluation system that is designed to:***
  - a. **Improve instruction.**
  - b. **Measure professional growth, development, and performance.**
  - c. **Document unsatisfactory performance as well as distinguished performance.**
  - d. **Assure that scheduled instructional time is used to students' maximum advantage.**

### **IN COMPLIANCE**

We have worked hard again this year to more deeply engrain the state's new Teacher-Principal Evaluation Project (TPEP) for all of our certificated staff (teachers and principals) across the district. We continue to use the Danielson

Instructional Framework for our teacher evaluations and the Association of Washington School Principals (AWSP) Leadership Framework for all of our administrators. More information on these two frameworks can be found online at [www.tpep-wa.org/](http://www.tpep-wa.org/).

After watching and observing the evaluation process this year, we are working through contract negotiations to modify the process that we use for teacher evaluations moving into next year. Under Washington State law, there are two types of evaluations, focused and comprehensive. Previously, including this year, every teacher has been on a comprehensive evaluation that requires each evaluator to evaluate and respond to all eight categories on the teacher evaluation under the Danielson framework.

A focused evaluation requires the evaluator to focus either on area three, small group student improvement or area six, whole class student improvement in addition to one other area of focus that the teacher and evaluator determine at their beginning school goal-setting meeting.

In reviewing all teacher evaluations written across the district this spring, it was apparent to me that the sheer volume of writing was resulting in evaluators going an inch deep and a mile wide. I believe that narrowing or focusing on areas of concern or areas of mutual interest will result in better results around improvement of teaching and learning. We will systematically move a portion of experienced, veteran staff to the focused platform over the next couple of years. New staff to the district and probationary staff will remain on comprehensive evaluations. All certificated staff must be evaluated on the comprehensive model every four years.

We are beginning the process of modifying our classified evaluations. This will help evaluators give better feedback to employees. We will present this new platform at the next classified union contract negotiations for adoption. The new tool will provide better standards for evaluators to refer to in communicating both areas for improvement or areas of excellence.

Administrator evaluations will remain the same at this time. I have just begun the writing process and I will be meeting with administrators the last week of June to review them. I may have modifications in the process going into next year, but the standards will remain the AWSP Leadership Framework.

With Connie's help, we have rewritten the evaluations for all of the district office positions and I will be completing them over the next month.

- 2. The superintendent shall not fail to implement supervisory procedures for evaluators that ensure an accurate and complete evaluation of each certified and classified employee. IN COMPLIANCE***

I have worked to support our administrative staff in completing teacher and support staff evaluations throughout the year. The majority of our administrators have multiple years of experience under the district's current five-step process using the Danielson framework. My main focus has been insuring that all deadlines were met and that a collegial mindset was adhered to throughout the process. This insures that the evaluations are seen as a way to improve student learning as opposed to a paperwork hoop or a "gotcha" process. The district's learning model continues to be the foundation of this work, which is designed to create learning environments aimed at accomplishing the district mission. I believe our entire team of evaluators at all levels did an admirable job of completing the evaluation processes timely, effectively and with sincere focus on improvement.

I have personally read and reviewed every teacher and support staff evaluation in the district. I believe that while improvements can be made as explained above, we are definitely in compliance and can certify that we've met both state law and all CBA requirements.