

Delaware Performance Appraisal System

Equal Weighting for Summative Evaluations & Appraisal Cycles

Frequently Asked Questions (FAQ)

How are Summative Evaluation Ratings calculated?

Beginning in the 2017-2018 school year, each of the five (5) Appraisal Components shall be equally weighted and assigned a rating of “Highly Effective”, “Effective”, or “Needs Improvement,” or “Ineffective” on the Summative Evaluation. Each Component rating shall be equal to an assigned point value.

Component Rating	Point Value
Highly Effective	4 points
Effective	3 points
Needs Improvement	2 points
Ineffective	1 point

Once all Component ratings are assigned a point value, a Summative Evaluation rating is determined using the sum of all five Components.

Sum of Component Points Earned	Summative Evaluation Rating
19 or 20 points	Highly Effective
14-18 points	Effective
9-13 points	Needs Improvement
5-8 points	Ineffective

How does this change how Student Improvement Component (Component Five) ratings are determined?

Measure ratings for Component Five will continue to be determined by comparing actual data with the targets set at the Fall Conference. Ratings for each Measure are determined by the “Exceeds”, “Satisfactory”, and “Unsatisfactory” targets set. However, once each Measure rating is determined, an overall Component Five Rating will now be assigned a rating of “Highly Effective”, “Effective”, “Needs Improvement”, or “Ineffective” to align with the other (4) Appraisal Components. *(You can locate more specific information related to overall Component Five ratings on page 14 of the DPAS II Guide for Teachers and page 15 of the DPAS II Guide for Specialists.)*

How does equal weighting effect a teacher’s Student Improvement Component (Component Five) ratings in between Summative Evaluations?

An overall Component Five rating will be determined each year regardless as the whether or not it is an educator’s Summative Evaluation year. For experienced teachers receiving a Summative Evaluation every two years, overall ratings for Year 1 and Year 2 will be combined to determine an overall Summative Evaluation Rating for Component Five. *(You can locate more specific information related to overall Component Five ratings on page 14 of the DPAS II Guide for Teachers and page 15 of the DPAS II Guide for Specialists.)*

How will combining Year 1 and Year 2 Component Five ratings effect an experienced educator with a Summative Evaluation in the 2017-2018 school year?

For those experienced educators with a Summative Evaluation in the 2017-2018 school year, only one year of Component Five ratings will be used to determine an overall Summative Rating for Component Five. Beginning in 2018-2019, experienced educators with a Summative Evaluation will combine Component Five ratings from 2017-2018 with Component Five ratings from 2018-2019 to determine an overall Summative Rating for Component Five.

If an Experienced educator was rated Needs Improvement or Ineffective on their Summative Evaluation in 2016-2017, how often will they be observed this year?

Experienced teachers/specialists who have earned a summative rating of “needs improvement” or “ineffective” shall receive a minimum of one (1) Announced observation and one (1) unannounced observation, with a Summative Evaluation at the end of the one (1) year period.

Are Novice educators who are in their second (2nd) or third year (3rd) of teaching required to go to a four-year initial license this year?

No, Novice educators who were hired after December 15, 2016 will be placed on a four-year initial license.

How frequently are Novice educators evaluated?

Just as in the past, all Novice teachers shall receive a minimum of one (1) announced observation and two (2) unannounced observation with a Summative Evaluation every year. All Novice specialists shall receive a minimum of one (1) announced and (1) unannounced observation with a Summative every year. However, for those Novice educators who have earned three (3) “Highly Effective” or “Effective” ratings on their most recent Summative Evaluations may receive a minimum of one (1) Announced or Unannounced observation each year with a Summative Evaluation at least once every two (2) years.