

EDUCATOR EVALUATION GUIDANCE 2021-2022

DPAS-II FOR TEACHERS AND SPECIALISTS

The following guidance is for the implementation of the DPAS II System for Teachers and Specialist for the 2021-2022 school year. The Delaware Department of Education recognizes the challenges educators faced with remote and/or hybrid instruction during the 2020-2021 school year. We believe that our teachers and specialists, more than ever, continue to require support and coaching. Actionable feedback will continue to be a critical component of educators' growth and development.

Summative Evaluations

All Experienced educators will start the year at **Year 2** of the evaluation cycle. Therefore, all educators will receive summative evaluation ratings for the 2021-2022 school year. All 18 criteria shall be observed and rated unless criterion was approved for exclusion by the Department of Education. The ratings from previously completed observations and feedback from the 2020-2021 school year may be used if the performance level was previously satisfactory. Ratings from previously completed observations and feedback from the 2020-2021 school year that were not satisfactory shall **not** be used. Component V will be included as part of the final summative evaluation ratings. This will mean that the summative evaluation rating will be based on the five equally weighted components. The Summative Evaluation rating will be determined using the sum of all five Components, in accordance with the following chart.

Component Rating	Point Value
19 or 20 points	Highly Effective
14-18 points	Effective
9-13 points	Needs Improvement
5-8 points	Ineffective

Student Improvement Component

The student improvement component (Component 5) will be required in the evaluation cycle with modifications to Measure A requirements, as outlined in House Bill (HB) 133.

- Educators will be required to select two data points dependent upon assigned Groups. An educator may select one of the following options:
 - May use one measure for at least two different cohorts
 - May use two different measures for at least one cohort
 - May use two different measures for two different cohorts
- HB 133 outlines that Measure A shall not be required. Educators may select to use a Measure A assessment at their discretion. The following guidance is provided if Measure A is selected:
 - The educator will need to set growth goal targets. Growth goal targets will not be generated by the DDOE.
 - The educator shall be assigned as a **Group 1** Educator.

- Class rosters shall **be at least 10** students.
 - The Smarter Balanced Assessment is based off **scale scores** from the previous year and measures student **growth**.
 - Educators should analyze individual student scale scores from the previous year and work with their administrator to determine an acceptable level of student growth for meeting ratings of “Exceeds”, “Satisfactory”, or “Unsatisfactory”.
- Measure B: Content Assessment
 - Measure B can be comprised of three types of content measures:
 1. Internal measures that are educator-developed and DDOE approved specific to subjects and grade levels
 2. Alternative (local) measures are internally developed by a district/charter and DDOE-approved for specific subjects and grade levels.
 3. External measures are created by outside agencies (not district/charters) that are DDOE-approved and can be used at the discretion of each district/charter.
 - Educators will engage in a Measure Selection/Goal Setting conference as soon as baseline data has been collected and/or before October 31, 2021. For any educator hired after October 31, 2021, they must engage in Measure Selection/Goal Setting conference as soon as possible. Goals should be a minimum of 4 weeks in length.

Observations

Observations are not to begin until students have been in attendance for five (5) full school days.

Observations shall be completed before the last five (5) school days with full day student attendance.

- Experienced Teachers/Specialists shall receive a minimum of one (1) Announced or Unannounced Observation. **The observation for a teacher/specialist may extend over several classroom visits to gather appropriate data and assess the teacher/specialist’s performance.** Observations may vary in length, but the total observation time must be a minimum of thirty (30) minutes. For example, an Administrator may collect evidence from two (2) fifteen minutes observation sessions or three (3) ten (10) minute observation sessions.
- Novice Teachers shall receive a minimum of three (3) Announced or Unannounced Observations. **The observation for a novice teacher may extend over several classroom visits to gather appropriate data and assess the teacher’s performance.** Observations may vary in length, but the total observation time must be a minimum of ninety (90) minutes.
- Novice Specialists shall receive a minimum of two (2) Announced or Unannounced Observations. **The observation for a novice specialist may extend over several visits to gather appropriate data and assess the specialist’s performance.** Observations may vary in length, but the total observation time must be a minimum of sixty (60) minutes.

- Administrators will be required to observe and collect evidence on all of the DPAS II criteria as outlined in the DPAS-II Guide for Teachers and Specialists. A school district or charter school may waive one (1) criterion identified for each of the five (5) Appraisal Components. Waived criteria must be approved by the Department no later than the last day of July of each year. Final notification of any such waiver shall be provided to all teachers and/or specialists in a school district or charter by the last day of August 2021.

For questions specific to DPAS-II for Teachers or Specialists, contact Angela Socorso at Angela.Socorso@doe.k12.de.us

DPAS II Administrators System

Student Improvement Component

- The student improvement component (Component 5) will be used to determine an overall summative evaluation rating.
- Administrators may choose to use Measure A at their discretion. If Measure A is selected, the administrator will need to set his/her own growth goal targets. Growth goal targets will not be generated by the DDOE.
 - If Measure A is selected, administrators MUST also use one (1) Measure B OR one (1) Locally Determined Measure
 - If Measure A is not selected, administrators MUST use two (2) Measure Bs OR (1) Measure B and (1) Locally Determined Measure.
- Administrators will engage in a Measure Selection/Goal Setting conference as soon as baseline data has been collected and/or before October 31, 2021. For any administrator hired after October 31, 2021, they must engage in a Goal Setting conference as soon as possible.

For questions specific to DPAS-II for Administrators, contact Michael Saylor at Michael.Saylor@doe.k12.de.us

Alternative Educator Evaluation Systems

The following guidance is for the implementation of Alternative Evaluation Systems for Teachers and Specialist for the 2021-2022 school year. The Delaware Department of Education recognizes the challenges educators faced with remote and/or hybrid instruction during the 2020-2021 school year. We believe that our teachers and specialists, more than ever, continue to require support and coaching. Actionable feedback will continue to be a critical component of educator's growth and development.

Summative Evaluations

All educators will receive summative evaluation ratings for the 2021-2022 school year. Component V will be included as part of the final summative evaluation ratings.

Student Improvement Component

The student improvement component (Component 5) will be required in the evaluation cycle with modifications to Measure A requirements, as outlined in House Bill (HB) 133.

- Educators will be required to select two data points dependent upon the Educator's assigned Group. An educator may select one of the following options:
 - May use one measure for at least two different cohorts
 - May use two different measures for at least one cohort
 - May use two different measures for two different cohorts
- HB 133 outlines that Measure A shall not be required. Educators may select to use a Measure A assessment at their discretion. If Measure A is selected, the educator will need to set growth goal targets. Growth goal targets will not be generated by the DDOE.
- Educators will engage in a Measure Selection/Goal Setting conference as soon as baseline data has been collected and/or before October 31, 2021. For any educator hired after October 31, 2021, they must engage in Measure Selection/Goal Setting conference as soon as possible. Goals should be a minimum of 4 weeks in length.

For questions specific to Alternative Evaluation Systems, contact Melissa Oates at melissa.oates@doe.k12.de.us