



TEACHER PERFORMANCE EVALUATION TASK FORCE RECOMMENDATIONS

As minimum standards for research-based teacher evaluation in all Idaho schools and districts, the task force recommends adopting the Charlotte Danielson Framework for Teaching domains and components of instruction.

DOMAIN 1 – PLANNING AND PREPARATION

- 1a: Demonstrating Knowledge of Content and Pedagogy
- 1b: Demonstrating Knowledge of Students
- 1c: Setting Instructional Goals
- 1d: Demonstrating Knowledge of Resources
- 1e: Designing Coherent Instruction
- 1f: Assessing Student Learning

DOMAIN 2 – LEARNING ENVIRONMENT

- 2a: Creating an Environment of Respect and Rapport
- 2b: Establishing a Culture for Learning
- 2c: Managing Classroom Procedures
- 2d. Managing Student Behavior
- 2e: Organizing Physical Space

DOMAIN 3 – INSTRUCTION AND USE OF ASSESSMENT

- 3a: Communicating Clearly and Accurately
- 3b: Using Questioning and Discussion Techniques
- 3c: Engaging Students in Learning
- 3d: Providing Feedback to Students
- 3e: Demonstrating Flexibility and Responsiveness
- 3f: Use Assessment to Inform Instruction and Improve Student Achievement

DOMAIN 4 – PROFESSIONAL RESPONSIBILITIES

- 4a: Reflecting on Teaching
- 4b: Maintaining Accurate Records
- 4c: Communicating with Families
- 4d: Contributing to the School and District
- 4e: Growing and Developing Professionally
- 4f: Showing Professionalism

OTHER RECOMMENDATIONS:

The task force recommends amending Idaho Code to require that category one contract teachers be included in the evaluation process.

The task force recommends amending the language utilized in Idaho Code and Administrative Rule so all language is consistent and will prevent confusion.

Amend Administrative Rule 08.02.02.120 Local District Evaluation Policy to include the following:

- Districts must adopt or develop a research-based teacher evaluation model that is aligned to state minimum standards based on Charlotte Danielson's Framework for Teaching domains and components of instruction
- Each school district or public charter school's evaluation model must include:
 - A plan for including all stakeholders, including teachers, school board members and administrators, in the development and ongoing review of the teacher evaluation plan.
 - A plan for how evaluations will be used to identify proficiency and define a process that identifies and assists teachers in need of improvement
 - A plan for ongoing training and professional development for evaluators/administrators and teachers on the district's evaluation standards, tool and process.
 - A plan for funding ongoing training and professional development for administrators in evaluation
 - A plan for collecting and using data gathered from the evaluation tool that will be used to inform and support continued professional development of both administrators and teachers.



TIMELINE FOR IMPLEMENTATION:

February 2009: Presented Teacher Performance Evaluation recommendations to the Idaho Legislature.

April 2009: The State Board of Education adopted as a proposed rule, the recommendations of the Teacher Performance Evaluation Task Force.

Summer 2009 through August 2010: The Idaho State Department of Education will offer online trainings to teachers and administrators on Charlotte Danielson's Framework for Teaching. These trainings will be designed to educate teachers and administrators on the Domains and Components of Danielson's Framework.

2009-2010 School Year: Districts will work with educational stakeholders in their community to develop evaluation models.

February 2010: Districts must submit their proposed models to the state for approval. The district's model must be signed by representatives from the Board of Trustees, administrators and teachers.

Fall 2010: At a minimum, districts must begin piloting their approved Teacher Performance Evaluations:

- Districts will be required to submit an interim progress report to the State Department of Education regarding the implementation of their plans.
- There will be a waiver process for districts that show evidence of progress but need additional time before piloting.

Fall 2011: Full implementation of the teacher evaluation model.