



PERA Joint Committee Meeting
May 22, 2023
3:30 p.m.

Meeting Agenda

- Review the first year of the transition plan to move to a 3 year evaluation plan for Tenured staff members who have obtained ratings of at least Proficient in their last evaluation effective the start of the 2022-2023 school year.
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- Review the Appeals Process for Unsatisfactory Evaluations

IL HB0018

Amends the School Code. With regard to teacher evaluations, provides that no later than September 1, 2022, each school district must establish a teacher evaluation plan that ensures that each teacher in contractual continued service whose performance is rated as either "excellent" or "proficient" is evaluated at least once in the course of the 3 school years after receipt of the rating (rather than at least once in the course of every 2 school years) and establish an informal teacher evaluation plan that ensures that each teacher in contractual continued service whose performance is rated as either "excellent" or "proficient" is informally evaluated at least once in the course of the 2 school years after receipt of the rating.

MINUTES

*No changes recommended for the protocol developed and agreed upon from May of 2022 regarding the plan to transition to a 3 year evaluation process for Tenured Staff members who have obtained summative ratings of at least Proficient in their previous summative evaluation.

2022-2023

Tenured Staff who were scheduled for summative in 2022

*Last summative was actually completed in spring of 2020.

Next summative will be in 2023-2024. (Then again in 2026 - 2027)

1 SLO in 2022-2023, and 1 SLO in 2023-2024 (Summative Year) – Then moves to 3 year cycle.

Tenured Staff who were scheduled for summative in 2021

*Last summative was actually completed in spring of 2019.

Summative evaluation was completed in 2022-2023. (Then again in 2025 - 2026)

1 SLO automatically “Excellent” for 2021-2022 per current MOU in place. Will complete 1 SLO in the 2022-2023 school year (Summative Year) – Then moves to 3 year cycle.

Non Tenured Reaching Tenured Status at end of 2022-2023

Those non-tenured currently in their 4th year (2022-2023), and obtain tenure, will not be formally evaluated until the 2025-2026 school year. (Then again in 2028-2029).

*Two SLOs will be required within this 3 year evaluation cycle.

*The Committee also recommends that the following be in place in regards to student growth measures (SLOs) that are required to be included within the evaluation cycle.

*Deviations from the plan below may be approved by administration in unique circumstances.

Once in a 3 year Tenured evaluation cycle:

Year 1 of cycle: 1 SLO – And Informal observations

Year 2 of cycle: 1 SLO – And Informal observations

Year 3: Formal Observation process will be completed and summative evaluation process will be completed by the deadline for those in a summative year (Year 3 of the cycle).

Non- tenured will continue to be formally evaluated annually. Once tenure is obtained, they will start on a cycle of being formally evaluated every three years.

Joe will revise the Student Growth Guidebook that is posted online prior to the start of the 2023-2024 school year.

Updated evaluation chart will be provided to each school's evaluators so each staff member knows where they are in their cycle on Day 1 accompanied by the sign off sheet that is required to be signed prior to the first day with students.

The annual PGP PowerPoint will also be updated for staff to review at the start of the 2023-2024 school year.