



ECE Presents

OBJECTIVES AND EVALUATIONS



OBSERVATIONS

Master Agreement Articles
13.1-13.7




**ALWAYS CHECK
THE MA!**



What are Observations?

A three part professional development cycle to help you improve your teaching practices.





ALWAYS CHECK
THE MA!



WHAT ARE THE THREE PARTS?

Pre Observation

This is when you introduce your lesson and receive feedback on your planning. The person who conducts the pre observation also conducts the observation.

Observation

At least a 30-minute time block in which you are observed completing a lesson.

Post Observation

This is held within 3 days after your lesson. You will receive your rating. You will receive the written report within 7 days. All documents are finalized within 10 days.





MORE TO KNOW

WHO?

Only administrators are formal observers. Department chairs and content experts can provide insight into their areas of expertise only.

WHEN?

Formal observations can be conducted at least 10 days apart and at least 5 days after receiving the written documentation from the previous observation

WHICH TWO?

You will be observed by 2 different administrators

UH OH!

You have the right to request a “redo” if you feel the lesson was not your best.



**ALWAYS CHECK
THE MA!**



OBSERVATION CYCLES

FORMATIVE

- Tenured teacher - 1st day of 4th year
- Received effective or highly effective in summative years
- You retain your rating from your previous summative year
- Observed 1 time during the year

SUMMATIVE

- Non-tenured, probationary, or ineffective tenured teachers
- Receives a rating
- Observed 4 times during the year



ALWAYS CHECK
THE MA!



WHAT CAN I GET?

INEFFECTIVE

Reach out to your TABCO Building Representative as soon as possible! Do not wait to get help. We are here to help!

DEVELOPING

Only non-tenured teachers receive this rating. It is considered effective for the first 2 years, but you may want to reach out to your CT for advice.

EFFECTIVE

Well done! Keep it up!

HIGHLY EFFECTIVE

Celebrate good times, c'mon!



**ALWAYS CHECK
THE MA!**



FREQUENTLY ASKED QUESTIONS

WHAT IF I'M NOT A CLASSROOM TEACHER?

There are specific guidelines in the MA for you.

CAN MY ADMINISTRATOR GIVE NEGATIVE COMMENTS IN FRONT OF OTHERS?

NO! This is a violation of your rights.

I AM USING A PILOTED CURRICULUM...

Then you will be observed using a modified observation form.

CAN I BE OBSERVED DOING SOMETHING OTHER THAN TEACHING?


Yes! If you are a tenured teacher in a formative year, there is a list of alternatives in the MA.

WHAT IF I DON'T IMPROVE?

If you do not improve after having time to implement suggestions, then the executive director may refer you to PAR.

WHAT LESSON PLAN FORMAT SHOULD I USE?

Check with your Building Rep about what is done in your building as this can vary.



Ask questions.

Advocate for yourself and
others.

Always check the MA.





ALWAYS CHECK
THE MA!

IF IT DOESN'T
FEEL RIGHT,
IT'S NOT
RIGHT!

EVALUATIONS

Master Agreement Articles
13.8-14




**ALWAYS CHECK
THE MA!**



What are *Evaluations*?

Your official rating based on a body of evidence collected throughout the school year.



WHAT CAN I GET?

INEFFECTIVE

Reach out to your TABCO Building Representative as soon as possible! Do not wait to get help. We are here to help!

DEVELOPING

Only non-tenured teachers receive this rating. It is considered effective for the first 2 years, but you may want to reach out to your CT for advice.

EFFECTIVE

Well done! Keep it up!

HIGHLY EFFECTIVE

Celebrate good times, c'mon!



**ALWAYS CHECK
THE MA!**

EVALUATION CYCLES

FORMATIVE

- Tenured teacher received effective or highly effective on summative years
- You retain your rating from your previous summative year
- Your end-of-year evaluation provides feedback, but not a new rating

SUMMATIVE

- Non-tenured, probationary, or ineffective tenured teachers
- Receives a rating
- Receives a mid-year and end-of-year evaluations



**ALWAYS CHECK
THE MA!**





MORE TO KNOW

WHO?

Only administrators complete evaluations. Department chairs and content experts can provide insight into their areas of expertise only.

WHEN?

You cannot have an ineffective rating if you have not received written feedback and time to improve.

WHAT TO KNOW?

All observation policies must be followed correctly to be ineffective.

SHOULD I SIGN?

By signing your evaluation, you acknowledge you received it, not agree with it.



**ALWAYS CHECK
THE MA!**





FREQUENTLY ASKED QUESTIONS

WHAT IF I'M NOT A CLASSROOM TEACHER?

There are specific guidelines in the MA for you.

WHY DID I NOT GET A RATING?

In formative years, you only get written feedback.

CAN MY RATING GO DOWN?

Yes, but only after you receive written feedback and time to improve.

WHAT IF I DISAGREE WITH MY RATING?


Evaluation disagreements happen. Contact your TABCO Uniserv Director. Your Building Rep has their contact information if needed.

WHEN DO I GET MY FINAL EVALUATION?

Final evaluations are due 4 days prior to the last duty day.

CAN PAR PANEL REVIEW MY CASE?

An executive director can refer an ineffective teacher to PAR before 2/1 for review.





ALWAYS CHECK
THE MA!

IF IT DOESN'T
FEEL RIGHT,
IT'S NOT
RIGHT!

Ask questions.

Advocate for yourself and
others.

Always check the MA.



PLEASE COMPLETE THIS SURVEY

We appreciate your feedback!

<https://forms.gle/28M1Q17QGfY0Xd7>

