FY2020 Evaluation Review
2018-2019 Evaluations

Senate Education Committee

Criteria and Methods

• Pursuant to Section 33-1004B(14), Idaho Code, a review of a sample of teacher evaluations must be conducted annually.
• Criteria for completing evaluations of certificated personnel in IDAPA 08.02.02.120 include:
  o Use of the state framework which is comprised of 22 components;
  o Two documented observations, the first conducted prior to January 1;
  o A measure of professional practice such as portfolio or student/parent feedback, and;
  o District/teacher selected measure of student performance.
Population and Data Sources

• 176 administrators randomly selected (approximately 20%) with at least two educators and/or pupil service staff randomly selected for review. Of those 147 had conducted evaluations and were included in the review.

• Sample of administrators purposefully represents the distribution of school administrators across the state of Idaho, including virtual schools.
  ➢ A team of 20 experienced educators from across Idaho participated in the review process
  ➢ 275 Instructional Staff evaluations and 18 Pupil Service Staff evaluations were reviewed.

Professional Practice

• All certificated instructional employees must receive an evaluation in which at least a majority of the evaluation ratings must be based on Professional Practice.

• Include a minimum of:
  – Two (2) documented observations annually, with at least one (1) observation being completed by January 1 of each year.
  – One (1) documented summative evaluation must include a rating for all components of the applicable professional standards used for evaluation of certified personnel.
  – One (1) of the following as a measure to inform the Professional Practice portion of each certificated instructional employee evaluations:
    • Parent/guardian input;
    • Student input; and/or
    • Portfolios.
Full Compliance - Evaluations meeting all IDAPA requirements

- **Instructional Staff** - 75% Full Compliance (Up from 71% in FY19 Review)

- **Pupil Service Staff** - 59% Full Compliance (No change from FY19 Review)

- Overall compliance for Instructional Staff has increased steadily over time:
  - FY19 Review (71%)
  - FY18 Review (55%)
  - FY17 Review (51%)

Two Documented Observations

- **Instructional Staff** - 84% Compliance
  - FY19 - 84%
  - FY18 - 79%

- **Pupil Service Staff** - 67% Compliance
  - FY19 - 54%
Statewide Framework - Domains and Components

- Instructional Staff - 87% Compliance
  - FY19 - No Change
  - FY18 - 81%

- Pupil Service Staff - 67% Compliance
  - FY19 - 75%

District Selected Measure of Professional Practice

- Instructional Staff - 87% Compliance
  - FY19 - No Change
  - FY18 - 81%

- Pupil Service Staff - 67% Compliance
  - FY19 - 75%
One Measure of Student Achievement or Growth/Student Success

- Instructional Staff - 82% Compliance
  - FY19 Review - 90%
  - FY18 Review - 81%

- Pupil Service Staff - 67% Compliance
  - FY19 Review - 84%