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# Teacher Appraisal Plan



ETA Rep Assembly  
Wednesday, January 23, 2019

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# U-46

# TAP Purpose

- Support and focus professional growth and development in a quest for distinguished levels of performance
  - Unify teachers and administration in its pursuit to maximize student learning
  - Ensure a quality professional staff
  - Provide choice for licensed staff
  - Provide a differentiated appraisal plan for eleven different licensed staff constituents as well as tenured and pre-tenured licensed staff
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## U-46 TAP Values

### *Values*

**Trust:** a firm belief in the reliability or truth or strength of a person

**Fairness:** free from bias, dishonesty, or injustice

**Professionalism:** having or showing the skill of a professional; competent

**Collaboration:** to work jointly

**Continuous Learning:** to continually study to acquire new knowledge

**Teaching and Learning:** methods of helping all students to learn successfully

**Equity (Appropriateness):** fairness; the application of general principles of justice to correct or supplement the law



## U-46 TAP Beliefs

### *Beliefs*

- Presumption of competence
- Supportive and non-punitive
- Data and evidence driven
- Self-evaluative and reflective goal setting
- Professional development choice
- Relevant and meaningful professional development options
- Ongoing cycle of learning and development
- Conversation based
- Focused on strengths and areas for growth

# Formal Observation Cycle

- Two **calendar** weeks from Planning Conference to Reflective Conference
- At least three weeks between Formal Observation Cycles from Reflective Conference to the next Planning Conference
- Lesson time and components of focus are mutually agreed upon
- **Teacher** and appraiser evidence **aligned to the Level of Performance rubric**

# Informal Observation Cycle

- Approximately 15-20 minutes
- May be unannounced
- Components of focus are not predetermined
- Reflective conference occurs within three days of the Observation
- **Teacher** and appraiser evidence **aligned to the Level of Performance rubric**

# Student Learning Objective (SLO) Process

- Professional Practice is **70%**, SLO Process **30%**, of the Overall ISBE Summative Rating
- Every teacher shall complete **two (2) SLO Processes** during his or her respective **TAP Summative Appraisal Cycle**
- Incomplete or unfinished SLO Processes will automatically default to **UNSATISFACTORY** in the TAP Online System

# Summative Conference

- Collaborative conversation to reflect on the collective professional practice of the teacher, **aligned to the Level of Performance rubric**
- Can include **teacher** and appraiser evidence and artifacts from:
  - Conferences
  - Observations
  - Portfolio (years 1 & 2)
  - Goal Setting (years 3 & 4)
  - Self-directed Professional Development (tenured staff)





# Dates to Remember



- All appraisal cycles for both **Tenured** and **Pre-Tenured** teachers must conclude no later than **April 15**
- Summative Conferences may be conducted no earlier than **March 1** and no later than **May 15**
- **Pre-Tenured** teachers must complete two (2) SLO Processes by **March 1**
- **Tenured** Teachers must complete two (2) SLO Processes by **April 15** of the year of the Summative Appraisal Conference

# What could support look like?



## *What? Who?*

- One-on-one
- Small group/team/department
- Staff meeting
- SIP team meeting

## *How?*

- By phone
- Via email
- In person



## *When?*

- before/after school
  - lunch/plan time
  - PPDs/DCDs
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# Peer Assistance & Review (PAR)



PAR is a yearlong process that pairs any teacher not formally matched with a mentor with a Peer Consultant Teacher (PCT).

The program is designed to offer job-embedded support to teachers through instruction and the appraisal process.

Contact: [PARadm@u-46.org](mailto:PARadm@u-46.org)

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# Contact us!

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