



Teacher Appraisal Plan Guidance For Unanticipated Implementation of Distance Learning

<u>ISBE Guiding Document</u> Evaluation Language	Impact for any tenured or pre-tenured teacher requiring a Summative rating for the 2019-2020 school year	Teacher and Appraiser Responsibilities
We acknowledge that the current law on teacher evaluation and Reduction in Force (honorable dismissal and layoff) remains in full force including all timelines and existing statutory language.	<ul style="list-style-type: none"> <input type="checkbox"/> All timelines for teacher appraisal events, including Student Growth, and Reduction in Force shall remain in place and not be extended. <input type="checkbox"/> All previously determined employment decisions will be upheld. 	<ul style="list-style-type: none"> <input type="checkbox"/> SLOs for tenured teachers must be submitted into the Online System by 11:59 pm on April 15. <input type="checkbox"/> All Summative Conferences shall occur on or before May 15.
Any teacher evaluation that is not finished by the end of the school year will be considered “proficient” in accordance with 105 ILCS 5/24-11(d).	<p>Teachers will default to the rating of Proficient if any of the following apply:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The observation element of a required observation cycle, formal or informal, did not occur. <input type="checkbox"/> Incomplete SLO(s) and inability to complete SLO(s). <input type="checkbox"/> If a teacher failed to complete one SLO, the single SLO would default to an Unsatisfactory Rating. This would then combine with the other self-rated SLO to receive a Student Growth overall rating. 	<ul style="list-style-type: none"> <input type="checkbox"/> Hold a Summative Conference, with each teacher, including those who shall default to a Proficient rating, to collaboratively reflect upon the collective work of the teacher. <input type="checkbox"/> A default rating of Proficient shall be denoted in the Online System.
Subject to existing contract language, evaluations that have been substantially completed; meaning that all classroom observations have occurred and all professional practice and student growth data has been collected, shall be finished remotely.	<p>The collective professional practice of the teacher shall be honored, and to the extent allowable, TAP events shall be completed remotely.</p> <ul style="list-style-type: none"> <input type="checkbox"/> If only a Reflective Conference is needed to complete a required observation cycle, it shall take place remotely. <input type="checkbox"/> Observations cannot be conducted remotely. 	<ul style="list-style-type: none"> <input type="checkbox"/> Complete Reflective Conferences, Formal or Informal, remotely. <input type="checkbox"/> Complete and submit required SLOs. <input type="checkbox"/> Hold a Summative Conference with each teacher requiring a summative rating.



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We are working jointly to ensure on a non-precedential basis that certified staff whose last summative rating was an excellent default to an excellent rating for this year if their evaluation cannot be finished.

At the current time, this requires legislative review and is not an available course of action. After the adjournment of the 2020 state legislative session, the TAP Oversight Committee shall reconvene to consider and implement any additional actions necessary to comply with relevant ISBE amendatory rules, if any. Additionally, the Joint Committee will act to identify and minimize negative effects caused by assigning a default overall rating of Proficient. In keeping with the Values of Beliefs of the TAP, the Committee will seek a balanced resolution that neither harms nor advantages any subset of teachers for having their summative rating occurring during this particular year. Specifically, the Committee recognizes the potential near and longer term effects performance ratings can have in relation to staffing decisions and will do its best to agree upon a protocol in keeping with a “hold harmless” mindset while these ratings are still relevant determiners of individual statutory groupings.