

Teacher Evaluation and Virginia Performance-Pay Incentives (VPPI) Pilot

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Virginia Department of Education



Background: Guidelines

- In response to the *1999 Education Accountability and Quality Enhancement Act (HB2710 and SB1145)* approved by the Virginia General Assembly, the Board of Education approved the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents* in January 2000.

Background: Standards for the Professional Practice of Teachers

- On May 21, 2008, the *Virginia Standards for the Professional Practice of Teachers* were approved by the Board of Education.
- These standards were established as a resource for school divisions in the implementation of the Board of Education's performance standards and evaluation criteria for teachers.

Background: *Code of Virginia*

- § 22.1-253.13:5 Standard 5. Quality of classroom instruction and educational leadership.
 - ...B. Consistent with the finding that leadership is essential for the advancement of public education in the Commonwealth, teacher, administrator, and superintendent evaluations shall be consistent with the performance objectives included in the **Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents....**

Background: *Code of Virginia*

- § 22.1-295. Employment of teachers.
...C. School boards shall develop a procedure for use by division superintendents and principals in evaluating instructional personnel that is appropriate to the tasks performed and addresses, among other things, **student academic progress** and the skills and knowledge of instructional personnel, including, but not limited to, instructional methodology, classroom management, and subject matter knowledge....

***Revised Guidelines for Uniform
Performance Standards and Evaluation
Criteria for Teachers and the Virginia
Standards for the Professional Practice
of Teachers***

Teacher Evaluation Work Group

- Representatives:
 - (Teachers, Principals, Superintendents, and Associations)
 - Virginia Association of Elementary School Principals
 - Virginia Association of Secondary School Principals
 - Virginia Association of School Superintendents
 - Virginia Education Association
 - Virginia School Boards Association
 - School Division Human Resources
 - Higher Education
 - Virginia Parent Teacher Association
- Expert Consultants
- Department of Education Staff Members

Guidance Documents

- The work group completed a comprehensive study of teacher evaluation systems and recommended the revised guidance documents to the Board of Education.

Board of Education Approval

- On April 28, 2011, the Board of Education approved the revised guidance documents, *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* and the *Virginia Standards for the Professional Practice of Teachers*.
 - Effective Date: July 1, 2012 [School boards and divisions are authorized to implement the guidelines and standards prior to July 1, 2012.]

Virginia Standards for the Professional Practice of Teachers

- The document, *Virginia Standards for the Professional Practice of Teachers*, provides:
 - assistance with the induction of new teachers as well as guidance for career teachers who want to improve their professional practice.
 - standards for all teachers as well as content-specific standards.
 - both an inquiry and exemplar format to encourage teacher reflection and analysis.

Uniform Performance Standards and Evaluation Criteria for Teachers

- The *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* provide an evaluation model that may be used as presented or used as the basis for school division system development. Divisions are required to incorporate the new performance standards into teacher evaluations by July 1, 2012.

[Note: The 2000 *Guidelines* relating to principals and superintendents will remain in effect until those sections are revised in the future.]

Performance Standards

- The performance standards address:
 - professional knowledge,
 - instructional planning,
 - instructional delivery,
 - assessment of and for learning,
 - learning environment,
 - professionalism, and
 - student academic progress.

Teacher Evaluation – Student Academic Progress

- The document recommended student academic progress as a significant component of performance evaluations.
- Student academic progress is recommended to account for a significant component of the evaluation (at least 40 percent of the evaluation). Multiple measures of student academic progress must be used in making decisions about an individual teacher's performance evaluation.

Teacher Ratings

- **Exemplary** - The teacher performing at this level maintains performance, accomplishments, and behaviors that consistently and considerably surpass the established standard. This rating is reserved for performance that is truly exemplary and done in a manner that exemplifies the school's mission and goals.
- **Proficient** - The teacher meets the standard in a manner that is consistent with the school's mission and goals.

Teacher Ratings

- **Developing/Needs Improvement** - The teacher often performs below the established standard or in a manner that is inconsistent with the school's mission and goals.
- **Unacceptable** - The teacher consistently performs below the established standard or in a manner that is inconsistent with the school's mission and goals.

Virginia Performance- Pay Incentives (VPPI) Pilot: Implementing the Standards and Evaluation Model

Performance-Pay Pilot

- Performance-Pay Pilot schools are required to use the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*.
- Teachers in 25 schools are participating in the Virginia Performance-Pay Incentives (VPPI) initiative being implemented by Governor McDonnell in the 2011-12 school year.

Performance-Pay Pilot Incentives

- The 2011 General Assembly approved Governor McDonnell's request for \$3 million to reward teachers in hard-to-staff schools based on student growth and other performance measures during the 2011-2012 school year.
- The program authorizes incentive payments of up to \$5,000 for teachers earning exemplary ratings.

Performance-Pay Pilot Incentives

- In addition, incentive payments of up to \$3,000 based on performance are available for exemplary-rated teachers in participating schools with federal School Improvement Grants.

Pilot School Divisions and Schools

HARD-TO-STAFF SCHOOLS

SCHOOLS IN IMPROVEMENT

SCHOOL DIVISIONS	SCHOOLS
Accomack County	Kegotank Elementary
	Pungoteague Elementary
Caroline County	Caroline High
	Madison Elementary
Colonial Beach	Colonial Beach High
Dinwiddie County	Dinwiddie County Middle
Fluvanna County	Central Elementary
	Columbia Elementary
	Cunningham Elementary
Franklin City	Franklin High
Greensville County	Edward W. Wyatt Middle
Hopewell City	Hopewell High

Pilot School Divisions and Schools

HARD-TO-STAFF SCHOOLS

SCHOOLS IN IMPROVEMENT

SCHOOL DIVISIONS	SCHOOLS
Northampton County	Kiptopeake Elementary
	Northampton High
Patrick County	Blue Ridge Elementary
	Hardin Reynolds Memorial
Petersburg City	A.P. Hill Elementary
	Peabody Middle
Richmond City	Armstrong High
	Boushall Middle
	Thompson Middle
Roanoke City	Fleming High
	Lincoln Terrace Elementary
	Patrick Henry High
	Westside Elementary

Performance-Pay Pilot Hard-to-Staff Schools

- The participating pilot schools applying for state funds must have met at least four of eight hard-to-staff criteria associated with schools that may have difficulty recruiting and retaining effective teachers. The criteria are:
 - Accredited with warning;
 - Average daily attendance rate is two percentage points below the statewide average;

Performance-Pay Pilot Hard-to-Staff Schools

- Percent of special education students exceeds 150 percent of the statewide average;
- Percent of limited English proficient (LEP) students exceeds 150 percent of the statewide average;
- Percent of teachers with provisional licenses exceeds 150 percent of the statewide average;

Performance-Pay Pilot Hard-to-Staff Schools

- Percent of special education teachers with provisional special education licenses exceeds 150 percent of the statewide average;
- Percent of inexperienced teachers (0 years of teaching experience) hired to total teachers exceeds 150 percent of the statewide average; and
- School has one or more inexperienced teachers (0 years of teaching experience) in a critical shortage area.

Performance-Pay Pilot Support

- Performance-Pay Pilot training:
 - Workshop on the performance standards and the teacher evaluation model in summer 2011
 - Training in goal setting for student academic progress and decision making for teacher summative evaluations in October
- Additional training planned for January 2012

Performance-Pay Pilot Training Materials

- The training materials:
 - were developed for the performance-pay pilot schools.
 - are intended to help school divisions in aligning their current evaluation systems with the newly revised *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*.
 - provide practice in implementing a teacher evaluation system that is aligned with the guidelines through simulations and activities.

Performance-Pay Pilot

- Based on the implementation of the teacher evaluation system by pilot schools, there may be revisions to these training materials.
- http://www.doe.virginia.gov/teaching/performance_evaluation/index.shtml

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