1. **When does the full law-required evaluation begin?**

   100% of the staff must be evaluated under the new system by 2015-16-implementation must begin. RIG districts (Cape Flattery) must begin in 2012-13 with at least 20% of the staff.

2. **How often do classroom teachers need to have a comprehensive summative evaluation?**

   All classroom teachers must have a comprehensive evaluation at least once every four years.

3. **What are “focused” evaluations and when do they occur?**

   A focused evaluation will take place every year in which a comprehensive evaluation is not scheduled.

4. **What happens if my score is lower than anticipated with the new evaluation?**

   This evaluation model is designed to be a growth model for all teachers. It may be possible that in some areas teachers might be scored at less than proficient. The rubric provides strategy examples for each criterion. Support and training will be available to assist teachers in developing their desired level of proficiency.
5. When will the evaluations start each year?

The new evaluation system is cumulative of a teacher's practice beginning on day one and continuing throughout the school year.

6. What exactly do they mean by “multiple data elements”?

- Observations
- Professional Contributions
- Student Growth
- Self-Assessment
- Self-Reflection
- Goal Setting
- Artifacts and Evidence

7. Will counselors be evaluated under the “new” system?

At this time ESA’s are not included in the pilot unless they provide academically focused instruction 300 minutes or more per week.

8. How does the law define “classroom teachers”?

ESSB 5895 designated the new evaluation system as designed for “classroom teachers.” Classroom teachers include PE, Music, Art, and Special Education and can possibly include librarians and instructional coaches, if they provide academically-focused instruction to students.
9. Is there any differentiation for year 1, 2, 3 year teachers such as the mandatory observation now required in comparison to a more experienced teacher?

According to ESSB5895 section 1.4(a), the cut line is between level 1 and 2 during the first five years and then moves to between level 2 and 3 after 5 years. ESSB 5895 section 3(a) outlines the observation requirements for provisional staff.

10. Please clarify the difference between a comprehensive evaluation and a focused evaluation.

According to ESSB 5895 all classroom teachers shall receive a comprehensive evaluation at least once every 4 years. All provisional and any teacher not on a level 3 or 4 will received a comprehensive evaluation. Focused evaluations must be performed in any year that a comprehensive evaluation is not scheduled (for both teachers and principals). The comprehensive evaluation will assess all 8 criteria and all 8 contribute to the overall rating. The focused evaluation will assess 1 of the 8 criteria for a performance rating plus at least one student growth criteria. Both evaluation forms require the same minimum observation times.

Thanks for visiting our FAQ’s. We will continue to update them. If you have specific questions that you would like answered please e-mail kritter@cfsd.wednet.edu and I will add them to our FAQ’s.