



Teacher Evaluation

Yukon Department of Education

April 29, 2017

Outcomes for the Morning

- ▶ Comparing student assessment and current teacher evaluation procedures
 - ▶ Student competency based assessments
 - ▶ Teacher pass-fail based evaluations
- ▶ Moving to a growth mindset
- ▶ Looking at the components of the design
- ▶ Discussing how school councils can be involved

In effective teacher evaluation, students are the benefactors since the ultimate goal is to improve student learning.

Components of the new evaluation process

- ▶ Rubrics to describe standards that teachers are expected to meet.
- ▶ Annual Professional Learning Plans (APLPs) for all post-probationary teachers
- ▶ Improvement Plans for those needing support and development
- ▶ Processes for input from First Nations and school councils.

Domains and Rubrics

Domain Titles

- ▶ Planning and Preparation, Professional Practice, Communications and Engagement, and Knowledge, growth and professionalism

Rubrics

Distinguished

- ▶ The teacher demonstrates mastery in the area, always meeting a high standard, demonstrating a committed to ongoing professional learning.

Proficient

- ▶ The teacher demonstrates skill in the area, substantially meeting the standard, demonstrating continuing professional learning.

Developing

- ▶ The teacher demonstrates some skill in the area, partially meeting the standard. Professional development or support is needed and improvement is required

Unsatisfactory

- ▶ The teacher demonstrates limited effort and/or skill in the area and is not yet meeting the standard.

Evaluation Rating

Overall the teacher's current work is:

- ▶ Meeting or Exceeding Expectations (Competency: Distinguished or Proficient)
- ▶ Needs Improvement (Competency: Developing)
 - ▶ An improvement plan is required
- ▶ Not Meeting Expectations (Competency: Unsatisfactory)
 - ▶ An Improvement plan is required or
 - ▶ Consider release on probation

School Council Involvement

What are the current tools

- ▶ Dispute Resolution Policy
- ▶ Education Act: Section 113 Role of School Councils
- ▶ Education Act: Section 199 Investigations
- ▶ School councils have input into the evaluation of the principal
- ▶ School Review process (To be revised)

What would you like to know in relation to the evaluation of teachers?

- ▶ What questions would you ask of the administrator?

What about the use of a survey tool?

Note: We are asking similar questions of the First Nations through FNEC and the Evaluation Committee

