

## FAQ

1. Will I still be observed when I am on Focused Evaluation?

Yes. Please look at section 5.2.3a as updated in our Letter of Agreement which states: "Focused Evaluation – four observations/feedback visits at minimum (two in each cycle, with one per year being at least 30 minutes; the remaining observations/feedback visits must be at least 15 minutes), evaluated on one of the eight criteria in which there is room for professional growth."

2. Will I still receive feedback on my practice when I am on Focus Evaluation?

Yes. Within a week after each visit, your evaluator will still provide a coded script which may include photos, noticings, wonderings, and/or analysis. You will still have a pre-inquiry conference in the fall, a formative midterm conference in January, and a summative conference in May. At your conferences, you will receive a highlighted rubric for your chosen focus criterion, indicating present levels of practice based on the evidence.

3. Will I be scored while I am on Focus Evaluation?

You will not receive an overall criterion score for your chosen criterion, unless the preponderance of the evidence indicates that you are now Distinguished on that criterion. You will receive a highlighted rubric on your chosen criterion, and since you are choosing an area of growth, you may have multiple indicators highlighted in basic and others in proficient and/or distinguished while you are working to improve practice in that criterion. Remember, the score that is submitted to the state is your most recent Comprehensive summative score (which is Proficient or Distinguished), unless you are now Distinguished on your present year's criterion.

4. Am I guaranteed to stay on focus (being proficient or distinguished) for the next three years?

Most likely you will stay on focus for the next three years. However, if a principal determines, based on evidence, that you would no longer be proficient if scored on comprehensive, they can move you to comprehensive after documenting that evidence and following the procedures outlined in 5.3.B of the LOA.

5. If I had one (1) or two (2) criteria that were Basic on my Comprehensive Evaluation, should I choose one of those as my Focus criterion?

Yes. The intent of the law is to choose an area of growth while not worrying about the overall score. Your overall score that is submitted to the state remains Proficient while you are working on an area of growth, so that when you are evaluated on Comprehensive again your previous areas of growth can now be areas of strength.

6. What if I am Basic on my Focus Evaluation?

You will not receive an overall score on your criterion, unless it is now Distinguished, so you can never be overall Basic on your Focus criterion. You may receive feedback that indicates that you are Basic in one or more indicators in your chosen criterion. This does not impact the summative score that is sent to the state, which remains your most Comprehensive evaluation score.

7. What if I was Proficient on my most recent Comprehensive evaluation, and I am now Distinguished on my Focus criterion?

If your most recent Comprehensive summative evaluation score was Proficient and your evaluator determines, based on the preponderance of evidence, that you are now Distinguished in your Focus criterion, then, for that year only, your score will be submitted to the state will be Distinguished.

8. Do all the required observations have to be in my classroom?

No. Your evaluator may observe during other appropriate situations, such as PLCs, parent conferences, IEP meetings, conversations, Math Nights etc., as it correlates to your chosen criterion.

9. Do I still need to select a student growth goal?

Yes! This is the same and did not change. Please look at section 5.2.3a, which says "if the chosen criterion is 1, 2, 4, 5, or 7, then student growth goals must be established and measured from criterion 3 or 6.

10. Where can I learn more?

As stated in our CBA, section 5.1, your "building principal will hold a general certificated staff meeting or individual conferences to review evaluative criteria and procedures."