

The following policy updates are provided in regards to the components of evaluation as a result of the October 14, 2020 Board of Elementary and Secondary Education (BESE) meeting. This document serves as a companion to the [2020 Rater Reliability Compass Evaluator Training](#) and [recording](#) and should be used in tandem when planning your evaluation components for the 2020-2021 school year.

VAM			
<i>Policy per Bulletin 130</i>		<i>BESE Updates to Policy 2020-2021 Only</i>	
<p>In a typical year, we measure the standards of effectiveness by professional practice scores and student outcome scores which can be comprised of student learning targets (SLTs) and value added model scores.</p>		<p>For the 2020-2021 school year, VAM scores are not available. Professional practice scores will remain at 50% with observations but student outcome scores will be comprised solely of SLTs for all staff.</p>	
Total Evaluation Scores		Total Evaluation Scores 2020-2021	
Professional Practice <i>Observation Scores</i>	Student Outcomes <i>Value-Added Model (VAM) + Student Learning Targets (SLTs)</i>	Professional Practice <i>Observation Scores</i>	Student Outcomes <i>Student Learning Targets (SLTs)</i>
(50%)	(50%) <i>Non-VAM teachers: SLTs = 50%</i> <i>VAM teachers: SLTs = 15%, VAM =35%</i>	(50%)	(50%)

Observations	
<i>Policy per Bulletin 130</i>	<i>BESE Updates to Policy 2020-2021 Only</i>
<p>Current policy requires that teachers and administrators be observed twice per year.</p>	<p>In October 2020, BESE approved, for the 2020-2021 academic year only, one observation for the 2020-2021 academic year for those who earn a rating of “Highly Effective” or “Effective: Proficient” rating on the first observation.</p> <p>Any teacher or administrator who earns an observation rating of Ineffective or Effective: Emerging will be observed a second time.</p>

Student Learning Targets (SLTs) for Leaders/Administrators	
Policy per Bulletin 130	BESE Updates to Policy 2020-2021 Only
<p>Current policy requires one learning target for administrators to be based on overall school performance improvement in the current school year, as measured by the school performance score, and one learning target to be based on growth in a component (e.g., ELA or math improvement) of the school performance score</p> <p>Formula: X outcome in X amount of time on X assessment for X number of students</p>	<p>In October 2020, BESE approved, for the 2020-2021 academic year only, learning targets for those classified as leader to be based upon the school performance score from 2018-2019 or upon formative assessment data.</p> <p>Formula: X outcome in X amount of time on X assessment for X block of students.</p> <p>This outcome could include a subject area, attendance goal, or perhaps a school culture goal.</p> <p>OR</p> <p>Leaders are able to use SPS related goals from 2018-2019 and set a goal for 2020-2021.</p>