

DECISIONS FROM THE JOINT
EVALUATION NEGOTIATIONS
COMMITTEE AFTER
SEPTEMBER 1, 2015 MEETING

The Joint Evaluation Negotiations Committee is comprised of Palm Beach County Classroom Teachers Association representatives and School District of Palm Beach County representatives. This team works together to construct contract language and the new Classroom Teacher Evaluation System (CTES). This newsletter will share tentative decisions and clarifications that have been made at this committee.

Please scan the QR code below to access other issues of the JENC newsletter.



This newsletter is a Joint Publication by the School District of



Palm Beach County and Palm Beach County CTA

JENC Newsletter

VOLUME 3, ISSUE 2

SEPTEMBER 2015

Deliberate Practice

- ◆ In FY16, the teacher's final evaluation rating will include the new Professional Growth component, which will be 10% of the total final rating. The process will be completed by all teachers through iObservation by means of the Professional Growth Plan (PGP) and will be a measurement of growth from the beginning to the end of the observation period. The deadline to activate the PGP has now been extended to October 15th, 2015.
- ◆ To determine the Deliberate Practice rating, please use the following rubric:

Highly Effective (4)	Effective (3)	Needs Improvement / Developing * (2)	Unsatisfactory (1)
Grows 2 Levels <u>Or</u> Rated Innovating	Grows 1 Level	No Growth	Element Not Rated During Any Observation

* The rating of Developing will apply to those teachers classified as category 1A & 1B. The rating of Needs Improvement will apply to those teachers classified as category 2 teachers.

- ◆ **Resources:** The Department of Professional Development has populated their website with detailed information to help deepen your knowledge and understanding of the process and support materials to complete the PGP. You can find them here:
www.palmbeachschools.org/staffdev/DeliberatePractice.asp

CTES Handbook

- ◆ The Classroom Teacher Evaluation System Handbook consists of the Purpose of the Evaluation System, and an Overview of the Evaluation Processes. It has been updated for FY16 and will be released shortly.