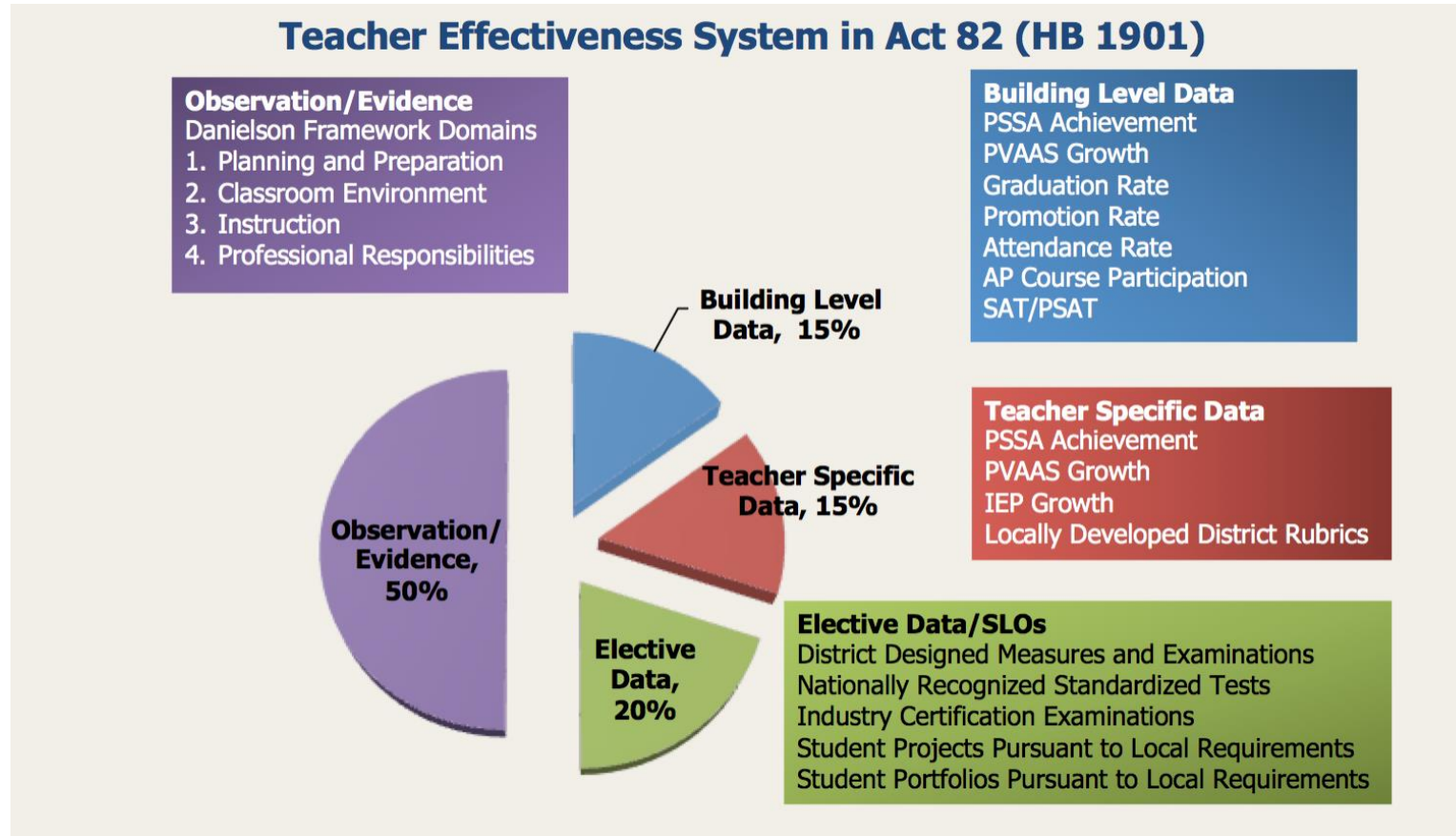


**UNDERSTANDING
THE PROPOSED
ACT 82 CHANGES**

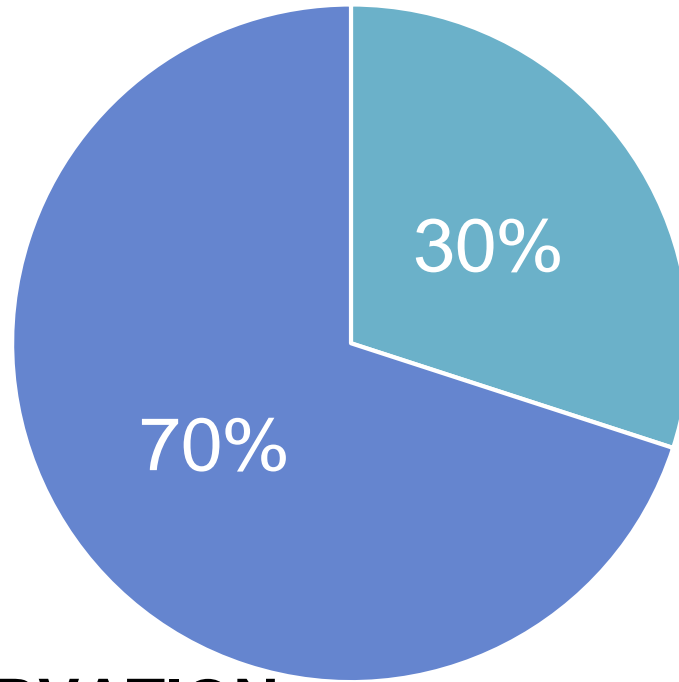


**Dr. Paul M. Healey
Executive Director
PA Principals Association**

Current System

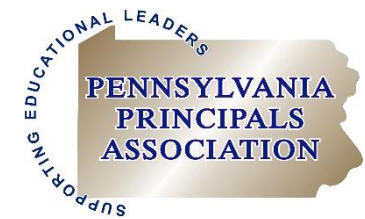


The Wheel Redefined



OBSERVATION

**Building Level Data
&
Teacher Specific Data**

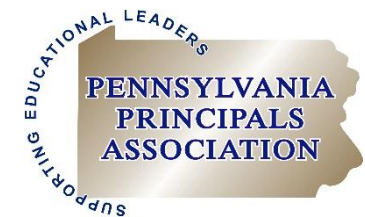




SB 751..... 2021-22

COMPREHENSIVE CLASSROOM OBSERVATION –

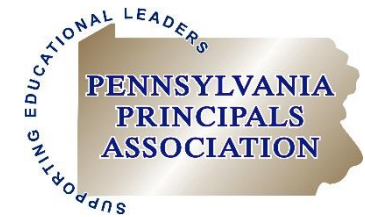
- **Needs to include a Pre-Observation & Post-Observation Conference**
- **Post Observation Conference can be waived by mutual agreement for extenuating circumstances**



SB 751..... 2021-22

POVERTY FACTOR NOW PART OF BUILDING DATA

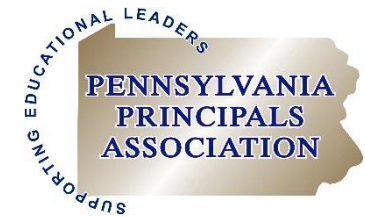
- Data used from PIMS
- Calculate the regression coefficient of determination known as R^2 and use a formula to get a score to add to the building level score



SB 751..... 2021-22

CLASSROOM WALK-THROUGHS

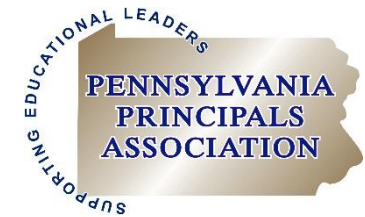
- **May be used to gather evidence and artifacts to inform the employee's rating**
- **Can be used to gather evidence in addition to, not in place of comprehensive classroom observations except when defined by differentiated supervision plan**
- **Walk-through evidence or artifacts are to be based only on factors that are present or witnessed by the evaluator**



SB 751..... 2021-22

NEEDS IMPROVEMENT RATINGS

- Currently, **TWO** needs improvement ratings within **TEN** years in the same certification area results in an overall Unsatisfactory rating
- Changes from **TEN** years to **FOUR** years. All other language remains the same.

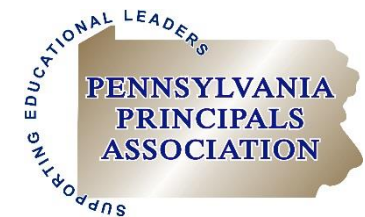




SB 751..... 2021-22

IMPROVEMENT PLANS

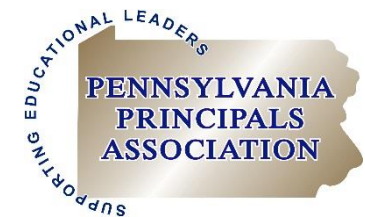
- Any overall **NEEDS IMPROVEMENT** or **FAILING** rating requires employee to participate in a performance improvement plan.
- No employee can be rated **NI** or **FAILING** based solely on student test scores.



SB 751..... 2021-22

EVIDENCE or ARTIFACTS

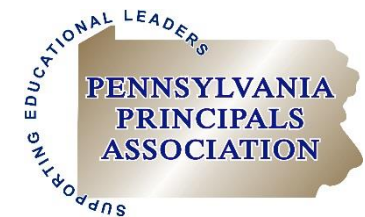
- **An employee may provide the evaluator with evidence or artifacts that relate directly to employee's observation and practice results.**
- **Evaluator maintains the authority to determine whether evidence is relevant.**



SB 751..... 2021-22

RATING LIMITS

- The employer may not limit the number of employees who receive an overall **DISTINGUISHED** rating. No policy, guidelines, or practices should be in place to prevent the number of distinguished ratings.

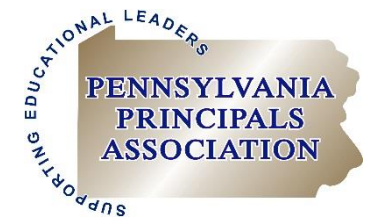




SB 751..... 2021-22

PROFESSIONAL DEVELOPMENT

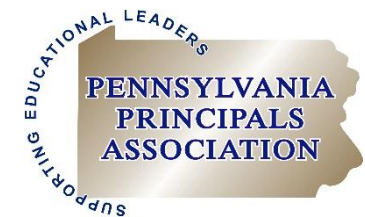
- Under SB751, PDE is charged with developing and administering professional development on all aspects of the system.



SB 751..... 2021-22

NUMBER OF RATINGS PER YEAR

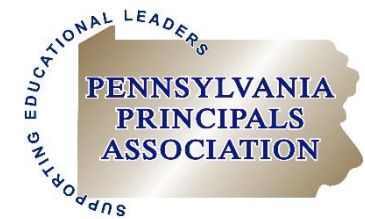
- **Satisfactory professional employees shall be rated no more than once annually.**
- **Unsatisfactory professional employees shall be rated at least annually.**
- **Temporary employees shall be rated at least twice annually,**



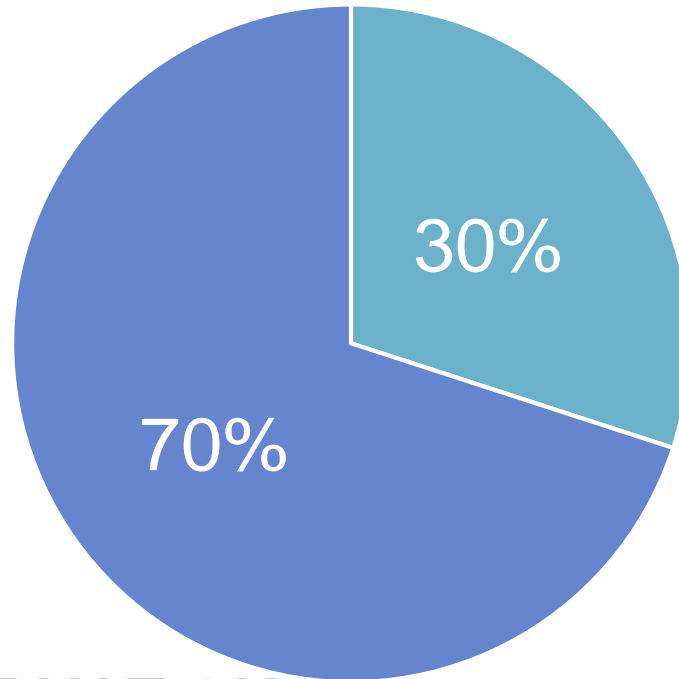
SB 751..... 2021-22

COLLECTIVE BARGAINING AGREEMENT

- **No agreement after effective date can provide for a rating system other than the one stipulated.**
- **A provision in a contract in effect on the effective date for a rating system in conflict with new changes shall be discontinued in a new or renewed contract.**

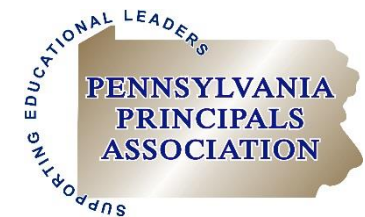


Teachers WITH Building Level Data



OBSERVATION

**Building Level Data
&
Teacher Specific Data**





Teachers with Building Level Data

70% - based on observation side - Danielson Framework

30% - based on student performance & teacher specific data

Student Performance (10% of 30%) – Building Level Data
(assessments, value added, graduation rate, attendance, and poverty formula)

Teacher Specific Data (20% of 30%) – half on student performance measures (assessments, value added, IEP progress) & half on other measures (rubrics, district measures, national standardized tests, industry certs, student projects and portfolio)



Teachers with Building Level Data

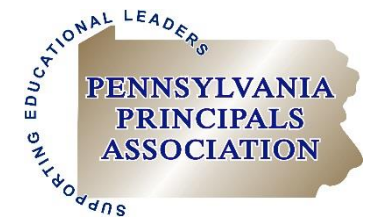
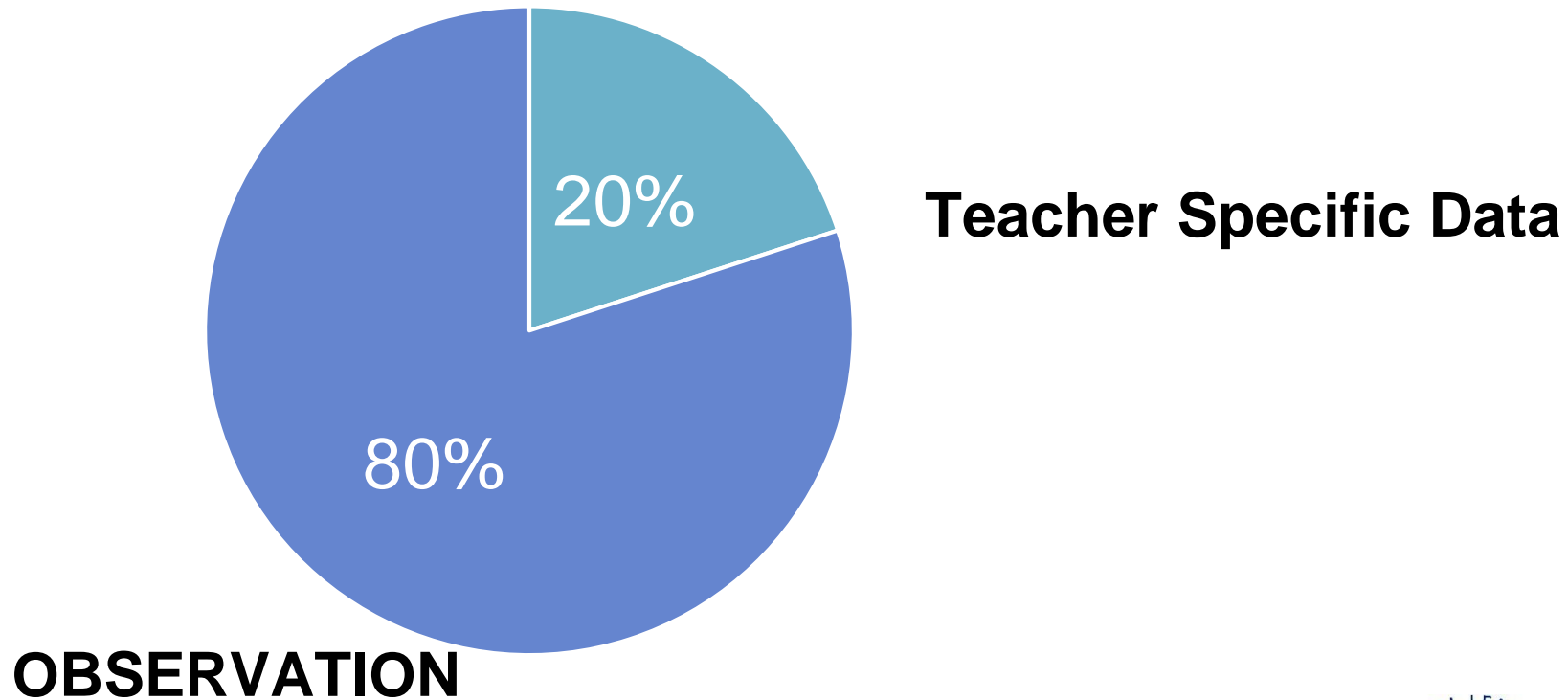
70% - based on observation side - Danielson Framework

30% - based on student performance & teacher specific data

Student Performance (10% of 30%) – Building Level Data (assessments, value added, graduation rate, attendance, and poverty formula)

***** Teacher Specific Data (20% of 30%) for non data teachers– half on student performance measures (IEP progress) & half on other measures (rubrics, district measures, national standardized tests, industry certs, student projects and portfolio)**

Teachers WITHOUT Building Level Data





Teachers WITHOUT Building Level Data

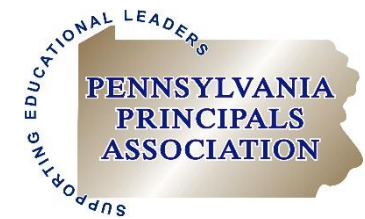
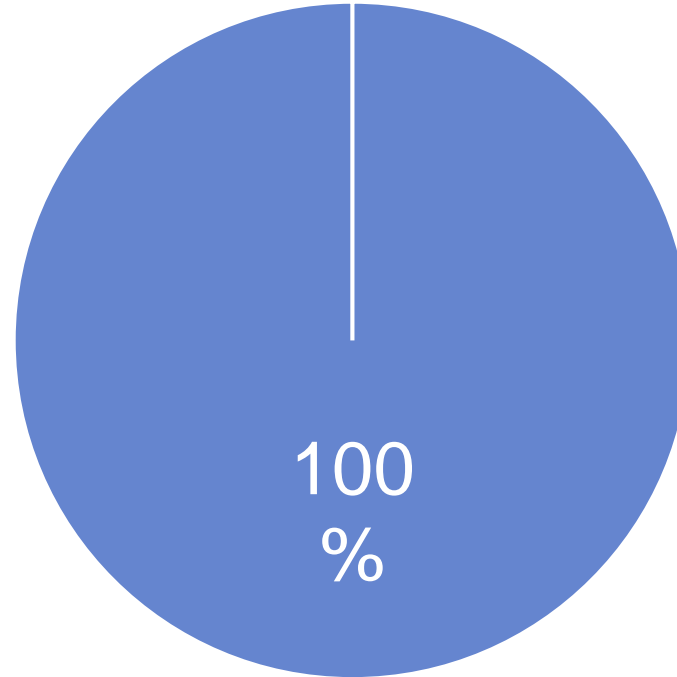
80% - based on observation side - Danielson Framework

20% - based on student performance & teacher specific data

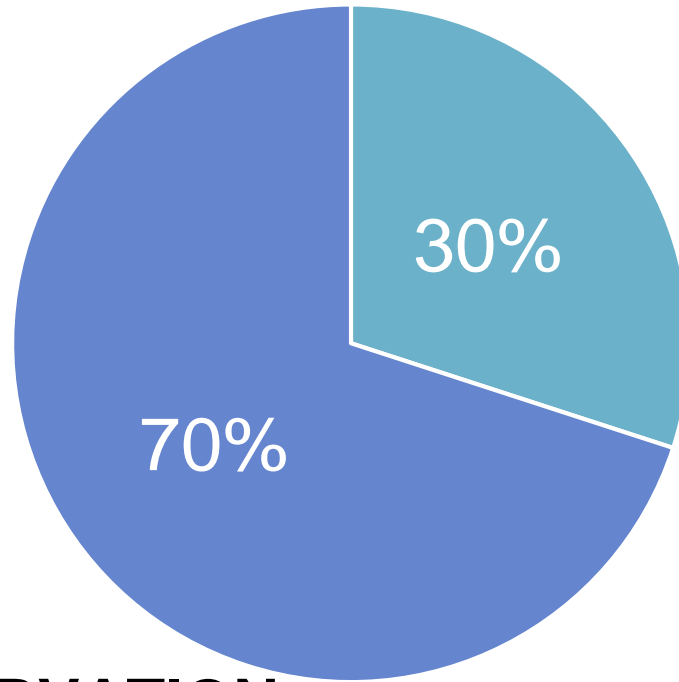
Teacher Specific Data (20% of 30%) – half IEP progress) & half on other measures (rubrics, district measures, national standardized tests, industry certs, student projects and portfolio)

TEMPORARY PROFESSIONAL EMPLOYEE

OBSERVATION

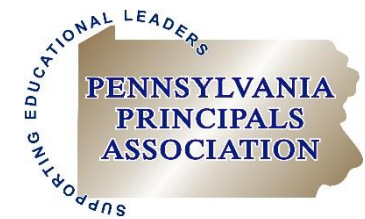


Principals WITH Building Level Data



OBSERVATION

**Building Level Data
&
Performance Goals**





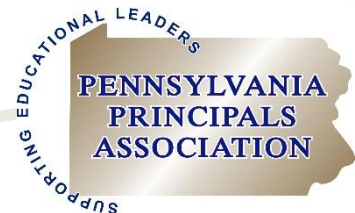
Principals with Building Level Data

70% - based on observation side –Framework for Leadership

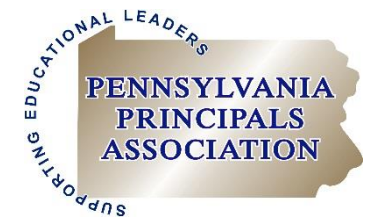
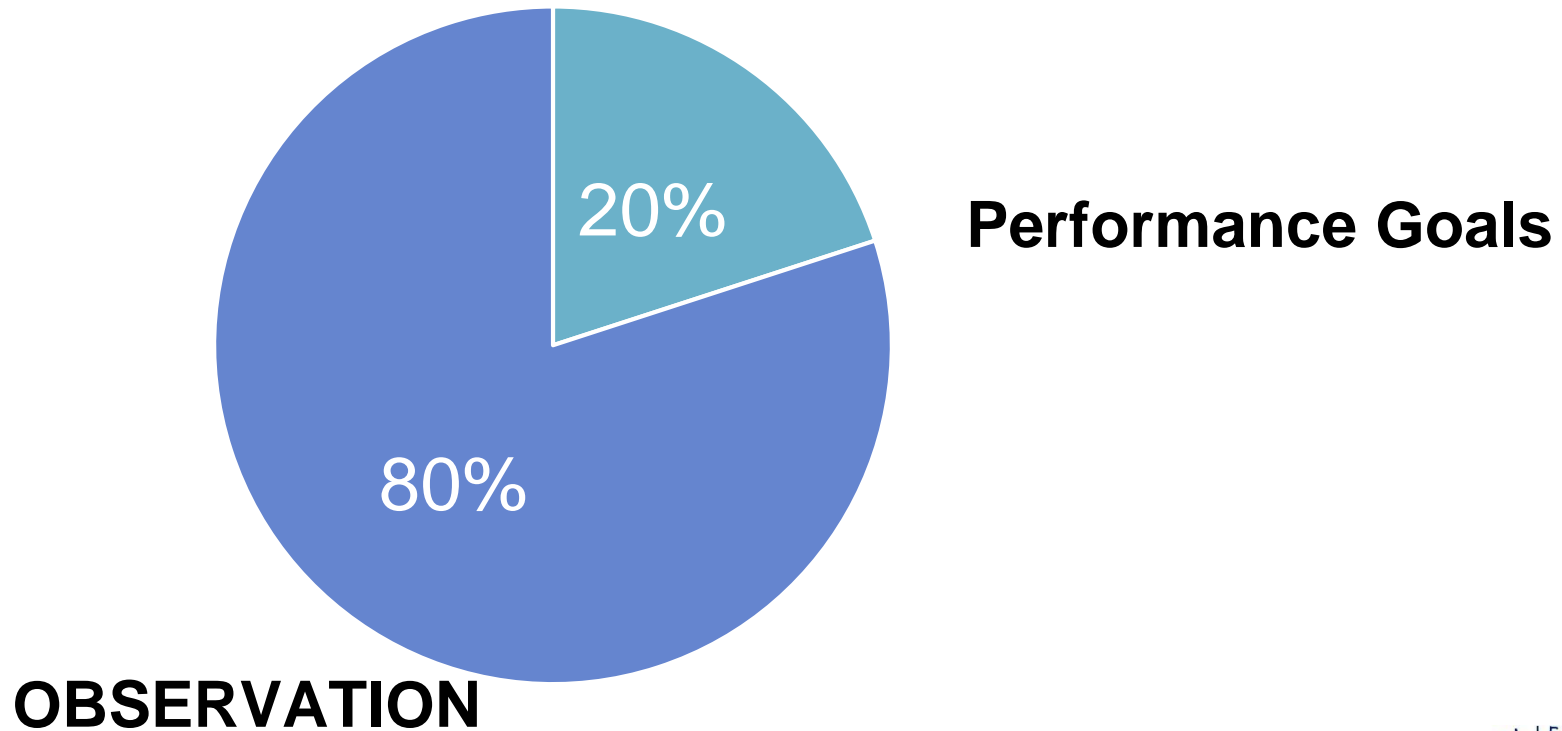
30% - based on student performance & performance goals

Student Performance (10% of 30%) – Building Level Data
(assessments, value added, graduation rate, attendance, and poverty formula)

Performance Goals (20%) – identify goals prior to school year (district or building specific), identify evidence to be collected to satisfy goals, midyear review, and final review. Goals to be rated 3 for distinguished, 2 for proficient, 1 for needs improvement, and 0 for failing.



Principals WITHOUT Building Level Data





Principals WITHOUT Building Level Data

80% - based on observation side - Danielson Framework

20% - based on performance goals

Performance Goals (20%) – identify goals prior to school year (district or building specific), identify evidence to be collected to satisfy goals, midyear review, and final review. Goals to be rated 3 for distinguished, 2 for proficient, 1 for needs improvement, and 0 for failing.