

# REGULATION

## ANNE ARUNDEL COUNTY PUBLIC SCHOOLS

Related Entries: Policy GBH/801.08

Responsible Office: OFFICE OF SCHOOL PERFORMANCE/INSTRUCTIONAL DATA DIVISION/DIVISION OF CURRICULUM AND INSTRUCTION/DIVISION OF HUMAN RESOURCES

### PERFORMANCE EVALUATION AND RATING – UNIT I

#### A. PURPOSE

To establish procedures for the evaluation and rating of Unit I employees in order to improve their effectiveness, while providing input regarding professional development and complying with applicable laws and regulations.

#### B. BACKGROUND

State law and regulation require that all certificated employees receive an overall rating, and that classroom teachers shall be rated annually and such ratings shall include professional practices and student growth components.

This regulation shall be implemented in compliance with the provisions of the applicable negotiated agreements, the provisions of which shall supersede any language that may be inconsistent.

#### C. DEFINITIONS

1. **Professional Practice** - the portion of the evaluation and rating process that appraises the classroom teacher's performance in six domains, planning for learning, instructional delivery, student learning behaviors, assessment for learning, quality learning environment, and professional behaviors.
2. **Student Growth** - Student progress is assessed by multiple measures from a clearly articulated baseline to one or more points in time. This includes progress along Student Learning Objectives, to measure the learning growth of students with whom the teacher interacts.
3. **Student Learning Objectives (SLOs)** - specific, rigorous, goals for groups of students that educators create to guide instructional efforts.
4. **Observations** - formal or informal reviews and assessments of teaching while instruction is taking place in a classroom or other learning/educational environments.
5. **Evaluation** – a process by which an educator's professional practice and student growth are formally or informally appraised by administrative or supervisory personnel or instructional leaders for the purpose of providing direction and facilitating improvement.

6. **Rating** – a formal assessment of an educator’s performance by administrative or supervisory personnel according to a predetermined schedule and instrument.
7. **Teachers** – any individual certificated by the Maryland State Department of Education as defined in 13A.12.02 of the Code of Maryland Regulations as a teacher who delivers classroom instruction and is responsible for a student’s or group of students’ academic progress in a Pre-K – 12 public school setting, subject to local system interpretation.

#### D. PROCEDURES

1. Teachers’ ratings shall be comprised of professional practices and student growth components.
  - a. The professional practices portion of the rating shall be informed by at least two (2) observations during the school year;
  - b. An overall teacher’s rating that is anything less than effective shall include at least one observation by an individual other than the immediate supervisor.
  - c. Professional practices shall minimally be based on the following outcomes which are explained in further detail in the TPE Manual:
    - i. Planning for learning;
    - ii. Instructional delivery;
    - iii. Student learning behaviors;
    - iv. Assessment for learning;
    - v. Quality learning environment; and
    - vi. Professional behaviors
  - d. The student growth portion of the rating shall include SLOs and/or other student achievement measures approved by the Maryland State Department of Education.
2. All non-tenured teachers and all teachers rated as anything less than effective shall be rated every year on the student growth and professional practices portion of the evaluation until they achieve tenure or receive an effective or higher rating.
3. Tenured teachers who have received an effective or higher rating in the previous year shall receive a new student achievement portion of their rating every year and a new professional practices rating score every three (3) years.
4. Unit I employees, other than teachers, shall be evaluated and rated using the tool and following the process prescribed by the Division of Human Resources.
5. In the event of an overall “ineffective” or “developing” rating of a teacher, or a less than satisfactory or less than effective rating of another Unit I employee, the teacher or other Unit I employee may appeal in accordance with the Education Article of the Annotated Code of Maryland.

- a. If an observation report is a component of an ineffective rating, the observation report may be appealed along with the ineffective rating.
  - b. The burden of proof is on the certificated educator appealing an overall rating of ineffective to show that the rating was arbitrary, unreasonable, illegal, or not in compliance with the Anne Arundel County Public Schools evaluation system.
6. The overall rating shall be filed in the employee’s local management file and his/her official personnel file.

***Regulation History:***      *Developed by Superintendent 09/03/74  
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