

Monitoring Report - Executive Limitations Policy

EL-6 Staff Evaluations

BOARD POLICY EXPECTATION

With respect to the evaluation of employees, the Superintendent shall not cause or allow an evaluation system that does not measure employee performance in terms of achieving the Board's Ends policies and complying with the Board's Executive Limitations policies.

CERTIFICATION

I hereby present my monitoring report on Executive Limitation Policy EL-6 "Staff Evaluations" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of June 20, 2022.

Peter Rosenkranz, Superintendent

SUPERINTENDENT'S INTERPRETATION OF POLICY

I interpret this expectation in regards to the Executive Limitation on Staff Evaluations, number six, to ensure not only compliance with the Board's Ends policy but also the growth of staff through reflective conversations with their direct supervisor. We currently utilize the Danielson Model to follow the Teacher Principal Evaluation Process (TPEP). Additionally, we have a process that involves initial goal setting with student growth goals, mid-year chats, and ongoing conversation and reflection about professional practice.

REPORT

There are two specific areas described in this policy. The following will address each specific area of EL-6 as best as possible. At the time of this report, I believe that the district is **IN COMPLIANCE** with the Board's expectations.

1. Fail to develop and administer an evaluation system that is designed to:
 - a. Measure professional growth, development, and performance.
 - b. Document unsatisfactory performance as well as distinguished.
 - c. Assure that scheduled instructional time is used to students' maximum advantage.

IN COMPLIANCE

We continue to work within the Danielson Model for teacher evaluation in compliance with the Teacher Principal Evaluation Process. The wrinkle we are currently experiencing is the effects of COVID and agreements that are still in place based on the governor's emergency orders. Our current system, when fully implemented, measures student

growth, documents performance, and allows for an opportunity to reflect on the instructional practice of our staff. Additionally, classified staff have the opportunity to receive feedback based on their performance within their specific duties. As we continue to develop and grow out of COVID, we plan on focusing more on intentionality around student growth goals, universal design for learning (UDL), and Multi-Tiered Systems of Support (MTSS), to ensure all students have access to quality instruction. Additionally, a systematic way to monitor and support students who are having difficulty accessing instruction.

2. Fail to implement supervisory procedures for evaluators that ensure an accurate and complete evaluation of each certified and classified employee.

IN COMPLIANCE

The processes we have in place are through the Human Resources Department. We currently have procedures for evaluations that ensure an accurate and complete evaluation of each employee is conducted. Everyone, except two administrators, has been through reverse calibration on our evaluation tools in years past. Moving forward, with several new leadership positions in place, we will need to conduct administrative calibration. All administrators have been provided training through the Educational Service District specifically for Danielson as required by the state of Washington.