

Bend-La Pine Schools: Modified Evaluation System for Certified Staff, 2023-24

The district, in collaboration with the Bend Education Association, has modified our evaluation system for certified staff for the 2023-24 school year. These modifications are due to the following:

- *The importance of focusing on key standards (“power standards”)*
- *The time limitations for administrators and certified staff*

Domains and Standards for Evaluation*

Classroom teachers:

- Domain 2 (Classroom Management) - all standards;
- Standards
 - 3.3 (Delivery of Instruction: Engagement),
 - 4.4 (Monitoring, Assessment, and Follow-Up: Self-Assessment),
 - 4.5 (Monitor, Assessment, and Follow-Up: Reflections and Analysis),
 - 5.2 (Family and Community Outreach: Communication), and
 - 6.4 (Professional Responsibilities: Self-Improvement)

**If an administrator has a documented existing concern about a certified staff member’s performance in ANY standard or domain on the evaluation system, or if a concern surfaces during this year, the administrator may include the applicable standard/domain in the evaluation of the certified staff member. The staff member should be formally notified of this focus on additional standards/domain as soon as the concerns appear.*

Observations & Evaluations

Probationary and temporary certified staff: 6 observations

- One goal setting (by December 1)
- Two formal instructional observations (by mid-March)
- Three mini observations, either instructional or non-instructional (by mid-May)
- Self-Evaluation (by May 15)
- Summative Evaluation (by June 15)

Contract staff ON & OFF evaluation cycle year: 3 observations

- One goal setting (by December 1)
- Two instructional/non-instructional mini-observations (by May 15)

Contract staff ON evaluation cycle year:

- Self-Evaluation (by May 15)
- Summative Evaluation (by June 15)

Student Learning Growth Goals (SLGGs)

- [SLGG google form](#) - Staff can either make a digital copy to complete or they can print and fill out a hard copy. These can be uploaded into UKG (instructions to follow)
- [SLG Goals for Social Emotional Learning & Engagement](#) is a great resource for those creating school wide or team SLGGs for non academic areas
- [State SLGG Guidance](#)
- [Teacher and Administrator Evaluation & Support Systems: Frequently Asked Questions](#)