

# EVALUATION ORIENTATION

THE JORDAN PERFORMANCE APPRAISAL SYSTEM

JPAS 2023 - 2024



# UTAH EDUCATION EVALUATION LAW

## (53A- 8A-301)

The law requires that all educators be evaluated **annually**.

**Provisional/Probationary:** Full UETS-based JPAS annually

**Career:** Full UETS-based JPAS every third year; an interim evaluation will be completed when not on a full evaluation

# EDUCATOR EVALUATION AND YOU

The Utah Educator Evaluation Law mandates that you:

Be evaluated with a reliable and valid evaluation.

Be oriented to the evaluation process prior to being evaluated.

Receive personal notification of the evaluation process at least 15 working days prior to your first evaluation.

Be assigned a mentor educator if you are a provisional teacher

Continued ..

Be allowed to make a written response to all or any part of the evaluation and have that response attached to the evaluation.

A copy of the evaluation and attachments will be given or made accessible to you.

**This is your orientation and  
notification of evaluation this year.**

# PROFESSIONAL PRACTICES FOR HIGH QUALITY INSTRUCTION & LEADERSHIP

## **The Jordan Performance Appraisal System (JPAS)**

- The UETS-based JPAS is an evaluation system dedicated to the recognition and development of professional educator skills. The system is based on standards of effective practices.

# EVALUATION PROCESS

Educators **Oriented**  
To UETS-based JPAS Process



**Pre-Observation Notification**  
Administrators will notify educators of  
evaluation 15 working days prior to  
their first observation



**First Unscheduled Observation**  
Data collected and recorded for Domains I - III



**Second Unscheduled Observation**  
Data collected and recorded for Domains I - III  
(First & Second Observations to be completed within 15 working  
days, but not on the same day)



**Other Lines of Evidence/Artifacts**  
Educator uploads SLO with data and Stakeholder Input  
(Complete within 5 working days of the second observation)



Data on Domains I - V scored and a  
**UETS-based JPAS Feedback Report** is produced



- Professional Development Meeting**
- Feedback report interpreted and discussed within 15  
working days of receiving report
    - Goal Setting

Provisional  
educators will  
go through the  
cycle yearly.

Career  
educators will  
go the cycle  
every third  
year.

## THE COMPONENTS OF THE UETS-BASED JPAS ARE:

- The Observation System
- Evidence Requirement: student growth with data & stakeholder input
- A Feedback Report
- The Professional Development Meeting and Materials
- Educator Interim Evaluation (for career educators for use during Interim Evaluation years)

***More information is available for all employee evaluations on the Jordan Evaluation Systems website <http://jes.jordandistrict.org/>***



# OBSERVATION REQUIREMENTS

- Two UNSCHEDULED observations
- **At least** 30 minutes of observable time each

*Educators may request that an evaluator come back at another time to complete an observation **once** during an evaluation cycle.*



# THE OBSERVATION SYSTEM

The classroom observation contains 25 indicators and are divided up into the following domains.

- I. Managing the Classroom - indicators 1 -3
- II. Delivering Instruction - indicators 4-17
- III. Interacting with Students - indicators 18-25

***These indicators are recorded on the inside of an Observation Form. The decision rules for the indicators are on page 1-49 of the Domains Document.***

# STUDENT GROWTH & STAKEHOLDER INPUT

- Required evidence to be uploaded into the Perform system under the evidence tab.
- Student growth
  - SLO with data
- Stakeholder input
  - Climate survey results
  - Email chain communicating with parents
  - Descriptive phone log

# OTHER SUBGROUP EVALUATIONS

**All evaluations for the following subgroups will be found on the Perform system.**

- **Teacher Specialist**
- **Counselor**
- **Social Workers**
- **Health & Wellness**
- **Psychologists**
- **Media Specialists**

SCORES ARE REPORTED ON THE FEEDBACK  
REPORT AS OCCURRING IN ONE OF FOUR  
RANGES:

- NOT EFFECTIVE (0) indicates a performance which has **not met the standard** for successful teaching in Jordan School District
- MINIMALLY EFFECTIVE (1) indicates a performance which has met the standard and identifies strengths and weaknesses to be considered in developing plans to **improve** performance
- EFFECTIVE (2) indicates a performance which has met the standard and identifies strengths and weaknesses to be considered in developing plans to **enhance** performance
- HIGHLY EFFECTIVE (3) indicates a performance which has met the standard and identifies areas in which you **excelled**

# UTAH STATE LAW & COMPENSATION

- According to Utah State Law 53A-8a-602 and the associated Utah State Board of Education Rule (R277-533), any educator that receives a level of performance in the 'not effective' range will not advance on the adopted wage or salary schedule.

# District Policy

- The District Policy for educator evaluation is DP311 Evaluation of Licensed Personnel can accessed online at:  
<http://policymanual.jordandistrict.org/>

# THE PROFESSIONAL DEVELOPMENT MATERIALS

<http://jes.jordandistrict.org/educators/resources/pdm/>

<http://jes.jordandistrict.org/files/ColorCodedJPAS-Domains-IV-and-V>

- A companion to the measurement portion of the UETS-based JPAS
- A set of activities and materials designed to help educators enhance their skills
- Organized by the domains and their **subcategories**
- Ideas/Suggestions are given for every indicator
- **To be used in conjunction with the professional development meeting**



# HELP RESOURCES

- The Professional Development Materials
- Assistance from a specially trained **Consulting Educator** (A Consulting Educator may be requested at anytime by any teacher, not just for help concerning UETS-based JPAS.)
- Assistance from your school administration
- Assistance from a school mentor, lead mentor, and/or instructional coach
- District sponsored UETS-based JPAS classes on Canvas

WHAT HAPPENS IF YOUR TOTAL SCORE FROM AN  
EVALUATION IS IN THE  
NOT EFFECTIVE RANGE?

**You will get help**

An administrator may choose to complete a full evaluation for an educator at any time. This will change the evaluation cycle for this educator.

# EVALUATOR CERTIFICATION

- Prior to completing a UETS-based JPAS evaluation administrators must pass a certification course.
- Administrators must recertify in the use of the UETS-based JPAS once every three years after their initial certification.
- The UETS-based JPAS is monitored annually.

# CONCLUSION

The feedback you receive from a UETS-based JPAS (observations/interview or interim) will:

- Give you recognition for the effective skills you use
- Help you identify areas for **professional growth goals**
- Aid in providing high quality instruction to all students

## FOR MORE INFORMATION...

**Everyone** is welcome to review all evaluation information found in the Canvas course

New hires are highly encouraged to review evaluation information

<http://jes.jordandistrict.org/educators/trainings/>