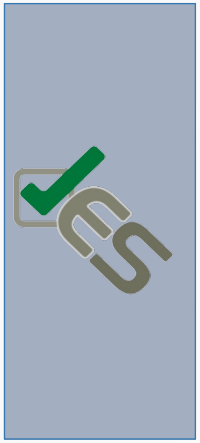
EVALUATION ORIENTATION

THE JORDAN PERFORMANCE APPRAISAL SYSTEM



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.

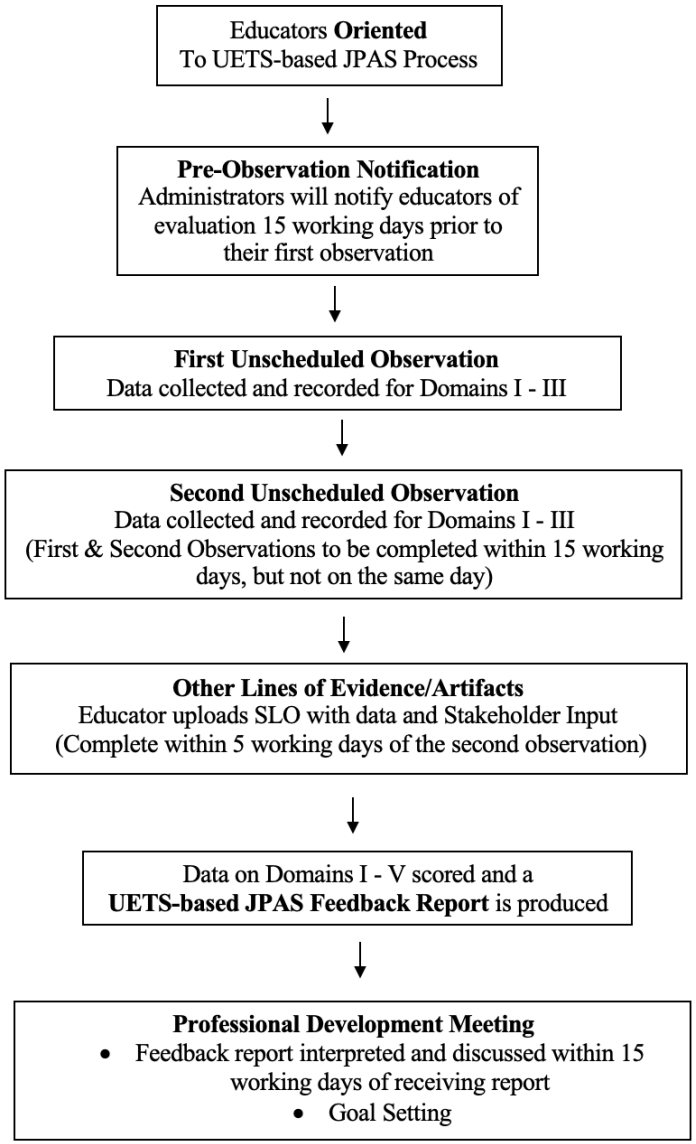
PROFESSIONAL PRACTICES FOR HIGH QUALITY INSTRUCTION & LEADERSHIP

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

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
- Uploaded evidence
- 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 with data
  - Utah Core Standard
  - Pre- and post-assessment
  - Target with reflection
- Stakeholder input (upload one below)
  - Climate survey results
  - Email chain
  - Descriptive phone logs

OTHER SUBGROUP EVALUATIONS

All evaluations for the following subgroups will be found on the Perform system. Evidence for these groups is uploaded into the Perform system.

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

- **Note: psychologist will not upload evidence due to FERPA**

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.
- There are four exceptions to the above.
  - Provisional Status (1-3 years)
  - New to the School (1 year)
  - New to the grade (1 year)
  - All new preps (secondary – 1 year)

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

Professional development materials may be accessed by going to the sites below.

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

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

HELP RESOURCES

- The Professional Development Materials
- Assistance from a specially trained **Consulting Educator**
- Assistance from your school administration
- Assistance from a school mentor, lead mentor, and/or instructional coach
- District sponsored UETS-based JPAS classes on Canvas

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

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

You will get help

CONCLUSION

The feedback you receive from a UETS-based JPAS (observations and evidence 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

https://jordanpd.instructure.com/enroll/9T9TY9

New hires are highly encouraged to review evaluation information

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