

Updated Implementation Plan for the Classroom Instructional Employees Evaluation System (IEES)

**[as tentatively approved by the Osceola County Education Association (OCEA) on June 14, 2018;
and as approved by the Osceola County School Board (OCSB) on August 29, 2018]**

As promised, School District Leadership continues to recognize the feedback received from both school administrators and classroom instructional employees and provides flexibility in the implementation of the new Marzano Focused Teacher Evaluation Model while maintaining high expectations for quality classroom instruction for our students.

1. An additional year for mastery shall be provided for all classroom teachers to be held to a minimum of 50% of the elements/ strategies.
2. Newly hired teachers within their first three (3) years of service to SDOC shall be held to a minimum of 50% of the elements/ strategies.
3. Beginning for school year 2020-2021, teachers with greater than three (3) years of service shall be held to a minimum of 75% of the elements/strategies.
4. Professional development provided for self-contained ESE teachers to assist with implementation of the new evaluation system.

Implementation Timeline – General Overview*

1. Year 01 and 02 (2018-19, 2019-20)

- ✓ Required Minimum of Approximately 50% of elements/ strategies to be scored within the *Standards-Based Instruction* and *Conditions for Learning* Domains; and
- ✓ All elements/ strategies within the *Standards-Based Planning* and *Professional Responsibilities* Domains
- ✓ **Total Minimum = Fifteen (15) out of Twenty-three (23) Elements/ Strategies**

2. Year 03 (2020-21)

- ✓ Required Minimum of Approximately 75% of elements/ strategies to be scored within *Standards-Based Instruction* and *Conditions for Learning*; and
- ✓ All elements/ strategies within the *Standards-Based Planning* and *Professional Responsibilities* Domains
- ✓ **Total Minimum = Eighteen (18) out of Twenty-three (23) Elements/ Strategies**

• Newly Hired Teachers within their First Three (3) Years of Service to SDOC

- ✓ During their first three (3) years of employment in SDOC, newly hired teachers shall be held to the required minimum of approximately 50% of elements/ strategies to be scored within the *Standards-Based Instruction* and *Conditions for Learning* Domains; and all elements/ strategies within the *Standards-Based Planning* and *Professional Responsibilities* Domains.

- **School District Leadership shall:**
 - Identify specific required Marzano instructional elements in advance of each subsequent school year;
 - Communicate these expectations to school administrators;
 - Continue to monitor implementation of the evaluation system; and
 - Seek stakeholder feedback to ensure the evaluation process is fair and reasonable and achieves the goal of improving and recognizing effective instruction.

- **School administrators shall communicate these School District expectations to individual classroom instructional employees:**
 - ✓ *during* their contractually required orientation to the evaluation system; and
 - ✓ *prior to* any observations conducted for the purposes of evaluation.

***Please refer to the section of this document entitled “Implementation Timeline in Detail.”**

Implementation Timeline in Detail

Year 01 and 02 (2018-19, 2019-20)

<i>All Teachers (Newly Hired or Returning)</i>		
Domain	Required Quantity of Elements/ Strategies	Required Elements/ Strategies
Standards-Based Planning	Three (3)	<ul style="list-style-type: none"> • <i>Planning Standards-Based Lessons/ Units</i> • <i>Aligning Resources to Standard(s)</i> • <i>Planning to Close the Achievement Gap Using Data</i>
Standards-Based Instruction	Five (5) out of ten (10) which shall include:	<ul style="list-style-type: none"> • <i>Identifying Critical Content</i> • <i>Helping Students Engage in Cognitively Complex Tasks</i>
Conditions for Learning	Four (4) out of seven (7) which shall include:	<ul style="list-style-type: none"> • <i>Using Formative Assessments to Track Progress</i> • <i>Using Engagement Strategies</i>
Professional Responsibilities	Three (3)	<ul style="list-style-type: none"> • <i>Adhering to School and District Policies and Procedures</i> • <i>Maintaining Expertise in Content and Pedagogy</i> • <i>Promoting Teacher Leadership and Collaboration</i>
TOTAL MINIMUM	<i>Fifteen (15) out of Twenty-three (23) Elements/ Strategies</i>	

Implementation Timeline in Detail

Year 03 (2020-21)

<i>Newly Hired Teachers within their First Three (3) Years of Service to SDOC</i>		
Domain	Required Quantity of Elements/ Strategies	Required Elements/ Strategies
Standards-Based Planning	Three (3)	<ul style="list-style-type: none"> • <i>Planning Standards-Based Lessons/ Units</i> • <i>Aligning Resources to Standard(s)</i> • <i>Planning to Close the Achievement Gap Using Data</i>
Standards-Based Instruction	Five (5) out of ten (10) which shall include:	<ul style="list-style-type: none"> • <i>Identifying Critical Content</i> • <i>Helping Students Engage in Cognitively Complex Tasks</i>
Conditions for Learning	Four (4) out of seven (7) which shall include:	<ul style="list-style-type: none"> • <i>Using Formative Assessments to Track Progress</i> • <i>Using Engagement Strategies</i>
Professional Responsibilities	Three (3)	<ul style="list-style-type: none"> • <i>Adhering to School and District Policies and Procedures</i> • <i>Maintaining Expertise in Content and Pedagogy</i> • <i>Promoting Teacher Leadership and Collaboration</i>
TOTAL MINIMUM	<i>Fifteen (15) out of Twenty-three (23) Elements/ Strategies</i>	

<i>Returning Teachers</i>		
Domain	Required Quantity of Elements/ Strategies	Required Elements/ Strategies
Standards-Based Planning	Three (3)	<ul style="list-style-type: none"> • <i>Planning Standards-Based Lessons/ Units</i> • <i>Aligning Resources to Standard(s)</i> • <i>Planning to Close the Achievement Gap Using Data</i>
Standards-Based Instruction	Seven (7) out of ten (10) which shall include:	<ul style="list-style-type: none"> • <i>Identifying Critical Content</i> • <i>Helping Students Engage in Cognitively Complex Tasks</i>
Conditions for Learning	Five (5) out of seven (7) which shall include:	<ul style="list-style-type: none"> • <i>Using Formative Assessments to Track Progress</i> • <i>Using Engagement Strategies</i>
Professional Responsibilities	Three (3)	<ul style="list-style-type: none"> • <i>Adhering to School and District Policies and Procedures</i> • <i>Maintaining Expertise in Content and Pedagogy</i> • <i>Promoting Teacher Leadership and Collaboration</i>
TOTAL MINIMUM	<i>Eighteen (18) out of Twenty-three (23) Elements/ Strategies</i>	