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| **Virginia Board of Education Agenda Item** | **Seal of the Commonwealth of Virginia** |

# Agenda Item: D

## Date: June 17, 2021

### Title: Final Review of the Implementation Timeline for the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*

#### Presenter: Holly Coy, Assistant Superintendent of Policy, Equity and

#### Communications

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## Purpose of Presentation:

Action required by state or federal law or regulation.

**Executive Summary:**   
Section 22.1-253.13:5 of the *Code of Virginia* requires the Virginia Board of Education (Board) to establish performance standards and evaluation criteria for teachers, principals, and superintendents to serve as guidelines for school divisions to use in implementing educator evaluation systems. Additionally, the 2021 General Assembly amended the Code of Virginia to require such evaluations to include cultural competency.

The Board establishes performance standards and evaluation criteria for teachers, principals and superintendents in three different guidance documents. The Virginia Department of Education (VDOE) engaged Stronge & Associates Educational Consulting, LLC, to facilitate the work of reviewing and bringing forward recommendations for consideration on all three.

The *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*, were reviewed by a stakeholder workgroup and recommendations were brought to the Board in January 2021. The Board approved the *Guidelines* upon final review in March 2021. The most significant change was the addition of Standard 6-Culturally Responsive Teaching and Equitable Practices. Following March approval, the *Guidelines* were posted on the Virginia Department of Planning and Budget Town Hall website for a 30-day public comment period.

With the public comment period now concluded, the *Guidelines* are back before the Board for a final determination on the implementation timeline. It is recommended that the *Guidelines* be implemented for the 2022-2023 school year. As the timeline is considered, it should be noted that the VDOE continues to work with Stronge and Associates, LLC and is planning to make regional training on the updated *Guidelines* available to teachers and other staff in the spring and summer of 2022.

This initiative supports the Board’s *Comprehensive Plan: 2018-2023* to encourage and support the recruitment, development, and retention of well-prepared and skilled teachers and school leaders.

**Action Requested:**

Final review. Action requested at this meeting.

## Superintendent’s Recommendation: The Superintendent of Public Instruction recommends the Board approve the timeline to implement the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* in the 2022-2023 school year. Rationale for Action:

The Board is meeting the *Code of Virginia* requirement that teacher evaluations be consistent with the performance objectives (standards) set forth in the Board of Education’s *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*, including the new mandate for cultural competency. Further, by adopting the timeline, the Board is ensuring appropriate training will be in place before teachers are held to the new evaluation standard.

## Previous Review or Action:

Previous review and action. Specify date and action taken below:

**Date:** January 28, 2021

**Action:** First Review

**Date:** March 18, 2021

**Action:** Final Review

**Background Information and Statutory Authority:**  
The Board is required to establish performance standards and evaluation criteria for teachers, principals, and superintendents to serve as guidelines for school divisions to use in implementing educator evaluation systems. The *Code of Virginia* requires (1) that teacher evaluations be consistent with the **performance objectives (standards)** set forth in the Board of Education’s *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents* and (2) that school boards’ procedures for evaluating instructional personnel address student academic progress.

Section 22.1-253.13:5 (Standard 5. Quality of classroom instruction and educational leadership) of the *Code of Virginia* states, in part, the following:

…B. Consistent with the finding that leadership is essential for the advancement of public education in the Commonwealth, teacher, administrator, and superintendent evaluations shall be consistent with the performance objectives included in the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents*. Evaluations shall include student academic progress as a significant component and an overall summative rating. Teacher evaluations shall include regular observation and evidence that instruction is aligned with the school's curriculum. Evaluations shall include identification of areas of individual strengths and weaknesses and recommendations for appropriate professional activities….

Section 22.1-295 (Employment of teachers) states, in part, the following:

…C. School boards shall develop a procedure for use by division superintendents and principals in evaluating instructional personnel that is appropriate to the tasks performed and addresses, among other things, **student academic progress** [emphasis added] and the skills and knowledge of instructional personnel, including, but not limited to, instructional methodology, classroom management, and subject matter knowledge.

The *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*, originally approved on April 28, 2011, and subsequently revised on July 23, 2015, and January 10, 2020, provide school divisions with a model evaluation system, including sample forms and templates that may be implemented “as is” or used to refine existing local teacher evaluation systems.

The Board and VDOE are involved in a three-phase plan to revise the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers.*

* Phase 1 was completed and approved by the Board of Education in Fall 2019, and the revised *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* became effective in January 2020. These revisions solely addressed the weighting of the performance standards for the evaluation of teachers.
* Phase 2 was intended as a bridge between the current and future teacher performance evaluation systems. The major revision to the *Guidelines* in Phase 2 was the creation of a new performance standard, *Culturally Responsive* *Teaching and Equitable Practices.*
* In Phase 2, a workgroup was convened to review the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers.* The workgroup was composed of representatives from professional organizations and included teachers, a counselor, a school library media specialist, principals, superintendent, assistant superintendents, and central office instructional representatives. The workgroup membership is listed in the *Guidelines*. The VDOE engagedStronge & Associates Educational Consulting, LLC, to facilitate this work.
* The establishment of this performance standard addresses [House Bill 1904](https://lis.virginia.gov/cgi-bin/legp604.exe?212+sum+HB1904) (identical to Senate Bill 1196) passed by the 2021 General Assembly requiring that “Evaluations shall include an evaluation of cultural competency.”Additionally, minor edits and technical revisions recommended by the workgroup were incorporated in the *Guidelines*.
* Phase 3 will involve a comprehensive revision of the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*, including the development of a model evaluation system.

**Timetable for Further Review/Action:**  
Upon Board approval, the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* and implementation timeline will be posted in Town Hall as final. Additionally, a *Teacher Performance Evaluation System (TPES) Handbook*, subject matter content-specific performance indicators and artifact list, and training materials will be created. The plan includes the deployment of regional training on the new *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* in the spring and summer of 2022.

Finally, the Department is continuing its engagement with Strong & Associates Educational Consulting, LLC, to convene workgroups and facilitate similar updates to the *Guidelines for Uniform Performance Standards and Evaluation Criteria* for both Principals and Superintendents. It is anticipated that proposed edits to those Guidelines will be brought to the Board in January 2022, and training content will be available in the spring of 2022.

## Impact on Fiscal and Human Resources:

The Virginia Department of Education’s existing resources supported and are continuing to support the revision process, the development of training content, and regional trainings on teacher evaluations to be hosted early in 2022.