

MTEA Evaluation Committee Mid-Year Report

March 2024

The committee determined that there were twelve major areas to analyze:

- 1) Are members from the high school still receiving a higher number of N/As for 1f and 3e compared to members at the other levels?
- 2) What is the status of scheduling SWIVL observations at the elementary level?
- 3) What is the status of time being given for members to grade themselves when opting for the SWIVL observation?
- 4) Are pre-conferences being held?
- 5) Are post-observation conferences taking place?
- 6) Is the turn-around time being met?
- 7) How are Domains 1f, 2e, 3b, 3d, and 3e being handled?
- 8) Are members submitting responses?
- 9) Did observations take place before Back To School Night?
- 10) Did 2nd observations for tenured members take place before the start of the 3rd marking period?
- 11) Was there an instance where there wasn't 30 calendar days between observations?
- 12) Need for a Child Study Team Evaluation Survey.

Pre-observation Conferences

Pre-observation conferences were not offered for eight announced observations (seven different administrators). For seven out of the eight observations, members scored Highly Effective and the other member scored Effective. Therefore, this is not a concern. In addition, six members waived the opportunity for a pre-observation conference.

Post-observation Conferences

Post-observation conferences occurred for all but four of the surveys submitted. This is the same compared to this time last year.

Responses submitted

Only 34% of the surveys submitted indicated that responses were submitted. This is down from 40% from this time last year.

Turn Around Time

Only two observations were not received within 15 calendar days of the observation date. In both cases, the observations were received on the 16th day.

Domain 1f, 2e, 3b, 3d, and 3e

23% of the observations received an N/A for 1f (up from 18% this time last year, but down from 32% in 2022 and 2021), 10% of the observations received an N/A for 2e (down from 18% this time last year, but up from 4.5% in 2022), 0% of the observations received an N/A for 3b (this is down from 0.4% last year, 4.5% 2022, and 11% in 2019), 0% of the observations received an N/A for 3d (same as this time last year, down from 4.5% in 2022, and 25% in 2021), and 35% of the observations received an N/A for 3e (up from 29% this time last year, 27% in 2022, and 32% in 2021).

86% of the N/A's received for 1f, and 73% of the N/A's for 3e were at the high school level. As discussed last year, the N/A's for 1f and 3e are not negatively affecting overall observation scores.

Observations Before Back To School Night

Two observations took place before Back to School Night (one member invited an administrator and one was not invited).

2nd Observation for Tenured Teachers Before 3rd Marking Period

This occurred 4 times. Three members were approached by an administrator for an unannounced observation. One member invited the administrator.

30 Days Passing Between Observations

None of the surveys received from a non-tenured member indicated that 30 days did not pass between observations.

Other Matters Noted/Discussed

We discussed that the N/A for Domain 1f and 3e still seem to be prevalent at the high school level. We will continue to monitor this.

The MTEA Evaluation Committee discussed the need for a Child Study Team Evaluation Survey. The survey will be created and submitted to the MTEA Executive Board for approval in the very near future.

Administrators still need to be reminded before the start of the school year that observations should not take place before or on Back to School Night unless invited by the teacher. Also, at this time both members and administrators should be reminded that at least 30 days should pass between one observation and another.

Both administrators and members should be aware that two members should not be observed at the same time.

In November/December administrators still need to be reminded that 2nd observations for tenured teachers should not take place until the 2nd semester, which usually is the last day of January/first day of February.

Since trimesters exist at the elementary level, it would be helpful to note the start of the second semester in the question that addresses this situation in the Teacher Evaluation Survey.

Members should be aware that administrators have 15 working days from the date the observation took place to complete and make available the observation report. Members have 10 working days after the observation report is made available to review/sign the report. If a member has a concern about the report, and the administrator did not agree to adjust the report, the member should use the "Response" tab to address the concern BEFORE signing the report.

The concern about scheduling back-to-back SWIVL observations at the elementary level seems to have improved.

Members are reminded that they should not feel obligated to experience a SWIVL observation. By law, it is supposed to be mutually agreed upon by the administrator and the member. If members feel pressured to complete a SWIVL observation, they should reach out to their building MTEA Evaluation Committee representative or Tony Varuolo. We will include this reminder in our end of the year report and at the beginning of the next school year.

The MTEA Evaluation Committee will meet again in late May.