

Manatee County Teacher Evaluation 2011-2012

Myth Busters

Myth 1: New teachers cannot receive a rating higher than 'Needs Improvement'.

FACT: False. Every teacher regardless of experience should be rated based on the data collected during observation (s), walks, and conferences. The data collected throughout the year should determine the rating. The term "Developing" is used for teachers in the first three years.

Myth 2: Every box must be filled in for a walk-through or observation.

FACT: False. Each walk is a snapshot of what the teacher does in the classroom. It is not possible to see every expectation during a single walk. Each walk is an opportunity to collect more data to complete the picture of the teacher's performance.

Myth 3: There can only be 5% of the teachers in the district rated as 'Highly Effective'.

FACT: False. There is no standard for the % of teachers who can be rated "Highly Effective". Every teacher should be rated based on the data collected during observation (s), walks and conferences.

Myth 4: There must be something written in every box on the Post Observation Form.

FACT: False. The purpose of the Post Observation Form is to give feedback on what was observed during the formal observation. It is not required that all categories of feedback be filled in on the form. The evaluation system is designed to encourage conversations around the standards and expectations as well as growth opportunities.

Myth 5: Each teacher must have a 'Needs Improvement' rating on the Annual Summative Evaluation Form.

FACT: False. It is not required that each teacher receive a "Needs Improvement". Ratings must be based on the data collected during observations (s), walks and conferences. Teachers are rated based on the data collected throughout the year.

Myth 6: Portfolios are required for Standard 1 and Standard 4 and are presented during the pre-observation conference.

FACT: False. A portfolio is one way to organize the material to show evidence of the expectations included in Standard 1 and 4. The method of organizing evaluation data gathered throughout the year is the teacher's choice.

Myth 7: Every teacher must be observed at least once during the year.

FACT: True. Every teacher must be observed at least once every year. Teachers new to the district and teachers in year 2 or 3 will be observed twice. Additional observations are required only if requested by the teacher or the administrator.

Myth 8: Fourth quarter walk-throughs are optional.

FACT: True. For this year only, the two fourth quarter walk-throughs are optional. Fourth quarter walk-throughs are required only if requested by the teacher or the administrator.

Myth 9: Student Growth Measure determines the final rating on the evaluation.

FACT: False. The Student Growth Measurement portion is 40% of the Instructional Annual Summative Evaluation this year.

Myth 10: There must be two goals written for the Deliberate Practice (PDP) in Standard 5.

FACT: False. According to the Deliberate Practice Rubric, a teacher is “Effective” based on addressing “at least one goal”. To be rated as “Highly Effective” for Standard 5 the teacher must address “multiple” goals.

Myth 11: Instructional Annual Summative Evaluations will be completed before the last day of work for teachers.

FACT: False. The data collection (observations and walk-throughs) process must be completed by May 15th. The deadline for the Annual Summative Evaluation conference for Standards 1 – 6 has been extended to May 25th for the 2011-12 year. The Annual Summative Evaluation Form has been amended to include a sign-off for Standards 1-6 at that conference. There is now a second sign-off which will occur after the student growth data is available. However, the data may not be available until after the last day of work for teachers.

Myth 12: A PSC teacher will be terminated based on a rating of Needs Improvement or Unsatisfactory for this year.

FACT: False. Florida statute, [1012.33\(1\)\(a\)](#) states “two consecutive annual performance evaluation ratings of unsatisfactory under s. [1012.34](#), two annual performance evaluation ratings of unsatisfactory within a 3-year period under s. [1012.34](#), three consecutive annual performance evaluation ratings of needs improvement or a combination of needs improvement and unsatisfactory under s. [1012.34](#)” is cause for termination of a teacher’s contract.