

Teacher Evaluation: Your FAQs & Concerns Addressed

Standard 7: Student Academic Progress & S.M.A.R.T. Goals

- **Why does the SMART goal count for so much of the evaluation process?** In order to qualify for a federal government waiver from some requirements of No Child Left Behind, Virginia agreed to adopt local evaluation and support systems for teachers and principals. The specific percentages for each standard were determined at the state level.
- **Why are SOL scores part of teacher evaluation?** Your evaluation should not be based solely on SOL scores. SOL scores can be used as a tool or resource, but the evaluation in its entirety should be based on multiple measures.
- **What should my goals measure?** Goals should measure student progress. This means that all students may not finish the year in exactly the same place and as long as students have made sufficient, individual progress as established by the goal, your overall rating should not decrease.
- **How many goals are REQUIRED?** This depends on your school districts' specific policy. However, most policies require 1 or 2 goals. Check with your local President, UniServ Director, or stated policy for an answer specific to your school district.
- **Does the goal have to be tied to an SOL score?** Goals should not be tied to an SOL score. SOL scores can be used as a tool or a resource, but goals should focus on student progress rather than on one final score.
- **Are districts allowed to make school-wide smart goals tied to specific tests created by central office staff?** Administrators may have school-wide goals in mind, but your SMART goal(s) should be individualized and directly related to your classroom and students. Your goal should not be tied to a specific test or school-wide goal if it is inappropriate for your content area or learners' needs.

Documenting for Standard 7: Student Achievement

- **What are considered "multiple measures" for the 40%?** Multiple measures include assessments (both summative and formative), student surveys, and reflections (both teacher and student). Some teachers also include items like attendance spreadsheets and homework charts. Remember that assessments can include short exit slips or quizzes and do not need to be multiple choice.
- **Why do some schools barely mention the process while others are made to collect tons of data?** This may depend on your school district's specific policy. Some districts ask for a certain amount of documentation for each standard while others allow school administrators to make that decision. The amount of data necessary to show sufficient progress may also depend on the wording of the SMART goal. In general, schools in the same district should follow the same procedures. Check with your local President, UniServ Director, or policy for an answer specific to your school district.

When in doubt, please contact your local President, UniServ Director, or the Office of Teaching and Learning.



Contact Us @ 800-552-9554

www.veanea.org

Teacher Evaluation: Your FAQs & Concerns Addressed

The Summative Evaluation

- **Is it true that teachers will never receive an “exemplary” rating?** The state guidelines for teacher evaluation stress that a “proficient” rating is the expected level of performance. In addition to this, the guidelines stress that an “exemplary” rating means that the teacher serves as a role model and/or teacher leader. School districts may have interpreted this language as ‘teachers will never receive an “exemplary” rating’. However, if you have evidence and documentation that clearly demonstrates an “exemplary” rating, that is the rating you should receive.
- **Is there a rebuttal process? Do I have the right not to sign the evaluation if I don't agree with it?** Yes, there is an appeal process at the summative evaluation level that can occur in accordance with the policies and procedures of the school district. You do need to sign the form, but remember that your signature denotes receipt of the summative evaluation and not necessarily agreement with its content. Your UniServ Director is the best resource in this instance. Contact your local UniServ office for an answer specific to your school district.
- **The teacher evaluation rubric that is used seems to be too subjective.** This why it is very important to have documentation aside from administrator observations for *each* standard. It is very easy for observations and conversations to become one-sided and subjective. Objective documentation is key.
- **Should attendance be included as part of the evaluation?** Attendance may factor into Standard 6: Professionalism. However, the overall summative evaluation rating should not be influenced greatly by this factor.
- **How are the results of SMART goals to be used, reported, and who should have access to these?** Generally, SMART goals are discussed at the school level between the teacher and the evaluator. The teacher will submit the goal(s) at the beginning of the year and track progress throughout. At the mid-year and summative review of the goal, the evaluator will fill out the appropriate evaluation form based on observation and documentation provided by the teacher. The documentation that is submitted to the district level should only be the summative evaluation form. If you have questions about your school districts’ specific policy, contact your local President, UniServ Director, or stated policy.
- **Why does the evaluation process include all teaching positions such as school counselors and librarians, and courses like art, music, and physical education?** When the policy was written into the Virginia code, the language addressed any person holding a Virginia teaching license. For educators in the fine arts, physical education, and other non-tested areas, SMART goals should be based on their specific standards. The state recognizes that for non-classroom educators such as guidance counselors and library-media specialists, revisions to the policy are necessary. However, there has not been any further guidance from the state in this area yet.

When in doubt, please contact your local President, UniServ Director, or the VEA’s Office of Teaching and Learning.



Contact Us @ 800-552-9554

www.veanea.org

Dr. Antoinette Rogers, Director
arogers@veanea.org

Sandra Barnstead, Specialist
sbarnstead@veanea.org

Donna Hamilton, Administrative Assistant
dhamilton@veanea.org

Sonia Lee, Administrative Assistant
slee@veanea.org