

LEXINGTON SCHOOL COMMITTEE EXECUTIVE SESSION
Wednesday, April 2, 2014
6:30 p.m.

Cary Memorial Building
Estabrook Room
1605 Massachusetts Avenue

AGENDA

Recommended Proposals on Unit A Supervision and Evaluation

The one-year contract language on the new supervision and evaluation system will expire on August 31, 2014. On Wednesday evening, I will discuss the proposals recommended by the administration. Carol Pilarski, Bob Harris, Mary Anton, and I will be present Wednesday evening. Carl Valente will not attend this session.

1. Currently, half of the teachers with professional status teachers (PTS) are observed a minimum of eight unannounced visits per year (for at least ten minutes in duration). The second half, called Cohort 2, were not formally observed this year. Next year, all PTS teachers must be observed. The administration recommends that all PTS teachers be observed a minimum of four times per year (unannounced and at least ten minutes in duration). The proposed language would keep the workload the same for all evaluators (a minimum of four observations per year).
2. Currently, all teachers in their first three years (known as non-PTS teachers) are observed three times per year (unannounced and for a visit not less than ten minutes) and two announced visits per year (full class period). Next year, the administration recommends that all non-PTS teachers be observed a minimum of four times per year (unannounced and at least ten minutes in duration) and one announced visit per year (full class period).
3. For one more year, the administration recommends that we do not use the exemplary category for two reasons:
 - a. The DESE rubric is insufficient to distinguish between proficient and exemplary (in most cases the DESE only uses the word “model” regarding the behaviors that distinguish the two categories) and
 - b. The use of the exemplary category would create harmful competition (we believe it would undermine effective collaboration, particularly when we are promoting group goals).
4. Currently, PTS teachers who are being evaluated this year may not be rated “unsatisfactory” and placed on an improvement plan (formerly called Tier 2 in Lexington). This is the step leading to dismissal if the teacher’s performance does not meet standards within a year, but not less than 30 days. Under current language,

our PTS teachers are still subject to a rating of “Needs Improvement” and may be placed on a one-year directed growth plan. We eliminated the lowest category for one year in order to allow these teachers time to learn the new DESE standards. For next year, the administration recommends we add the “unsatisfactory” category to the rubric for PTS teachers who were evaluated in 2013-2014, and exempt Cohort 2 PTS teachers from use of this category for a one-year period (2014-2015).

5. New language – In the spring of 2015, all PTS and non-PTS educators may write their self-reflection documents in the spring prior to educator summative evaluations. Currently, the DESE model contract language requires teachers write their self-reflections in the fall before proposing their goals. With this proposed change, educators could write their self-reflections before their spring evaluations, which would allow supervisors to consider the teacher feedback about their performance in the prior year and help to shape possible goals for the following year.
6. Enter into another one-year agreement.