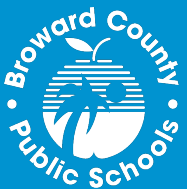


2016-2017 Orientation
for
Broward Instructional
Development and Growth
Evaluation System
(BrIDGES)

EMPLOYEE EVALUATIONS

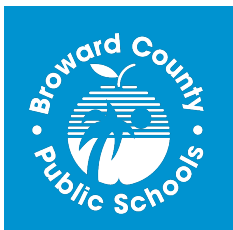
**2016-2017 Orientation
for
*Broward Instructional Development and Growth
Evaluation System
(BrIDGES)***



BROWARD COUNTY PUBLIC SCHOOLS

PRESENTATION CONTENT

- Components of BRIDGES
- Instructional Practice Score
- Deliberate Practice Score
- Student Performance Score
- iObservation - Electronic Evaluation Tool



DATES FOR iOBSERVATION

BRIDGES Orientation Days:

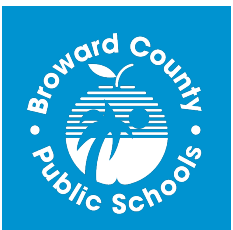
(iObservation available for preview)

August 15 – 24, 2016

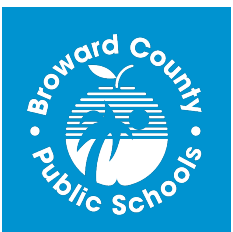
Observation Window:

August 25 - May 12, 2017

(Classroom/Non-Classroom Teachers)

The logo for iObservation, featuring a stylized red and orange arc above the word "iObservation" in a sans-serif font.

CLASSROOM TEACHERS

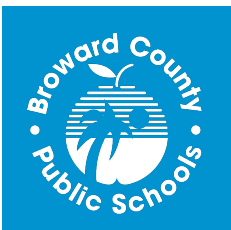


REQUIREMENTS FOR CLASSROOM TEACHERS

	Formal	Informal	Walkthrough
Minutes	30 or more	15-25	3-10
Recommended Datamarks	12-15	5-10	2-3

	Formal	Informal	Walkthrough	Total Datamarks
Experienced	1	1	1	35

- At least 25 datamarks within Domain 1 and at least 10 within Domains 2, 3, and 4.
- All datamarks will be entered into iObservation within 10 work days of the observation/meeting.
- Administrators will make every effort to allow for a reasonable amount of time for growth between observations.

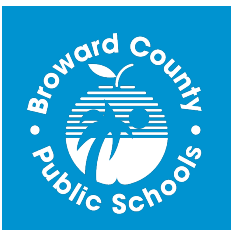


REQUIREMENTS FOR PROBATIONARY CLASSROOM TEACHERS

	Formal	Informal	Walkthrough	Total Datamarks
Probationary	2 (1 per semester)	1	1	35

Based on Florida State Statute (1012.335), probationary teachers will receive two evaluations within their first year of teaching.

- If hired on/before November 15, 2016, the teacher will receive the 1st evaluation at the end of the first semester (January 13, 2017).
- If hired after November 15, 2016, the teacher will receive the 1st evaluation at the end of the year, the same as all non-probationary teachers.
- If hired last school year, after November 15, 2015 and renewed in 2016-2017, the teacher must receive their 2nd evaluation on/before November 15, 2016.
- If hired after the 99th school day (after January 20, 2017), the teacher will receive the 1st evaluation at the end of the year (PDF Probationary Evaluation). They will not receive an overall evaluation as they worked less than the required days.



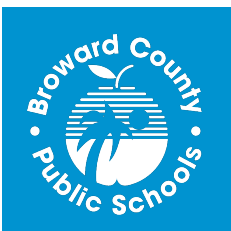
NON-CLASSROOM TEACHERS



REQUIREMENTS FOR NON-CLASSROOM TEACHERS

	Meetings and/or Observations	Total Datamarks
Probationary (same specifics as classroom teachers)	2 (1 per semester)	30
Experienced	2	30

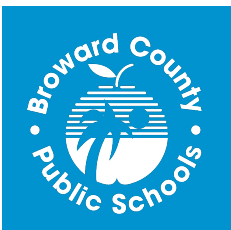
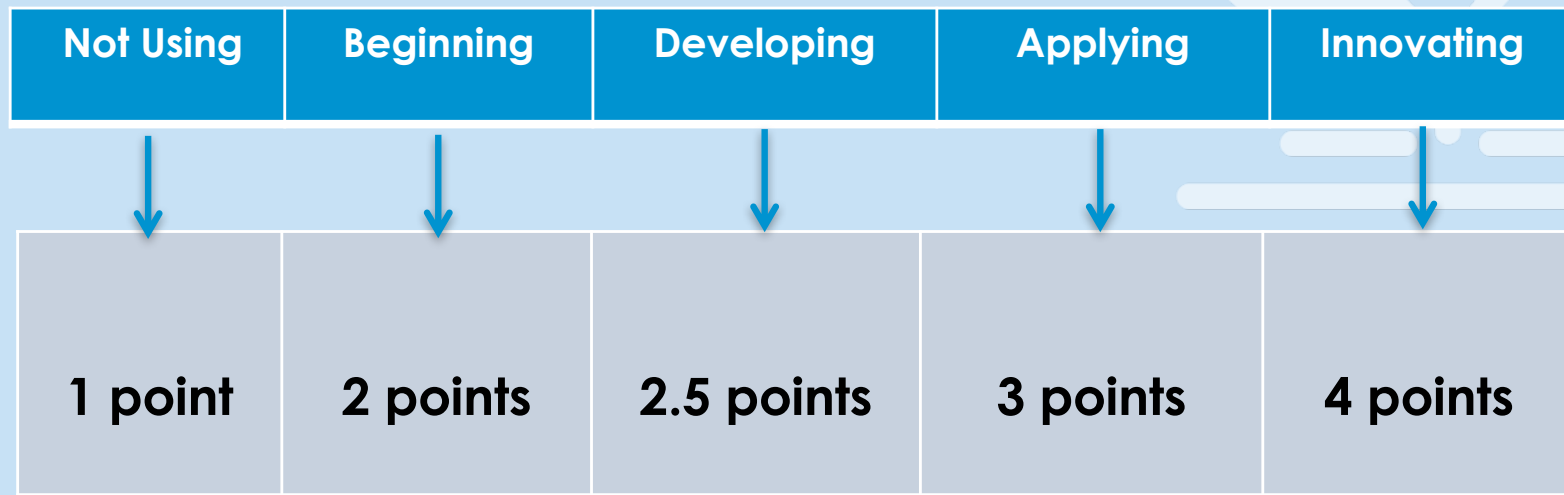
- At least 20 datamarks within Domain 1 and at least 10 within Domains 2, 3, and 4.
- Any combination of 2 observations/meetings.
 - 2 formal observations
 - 1 formal observation, 1 meeting
 - 2 meetings
 - Administrator may do additional observations/meetings
- An observation must be a formal observation (at least 30 minutes) that includes a pre-conference, prior to the formal observation and a post-conference.
- All datamarks will be entered into iObservation within 10 work days of the observation/meeting.



COMPONENTS FOR CLASSROOM AND NON-CLASSROOM TEACHERS

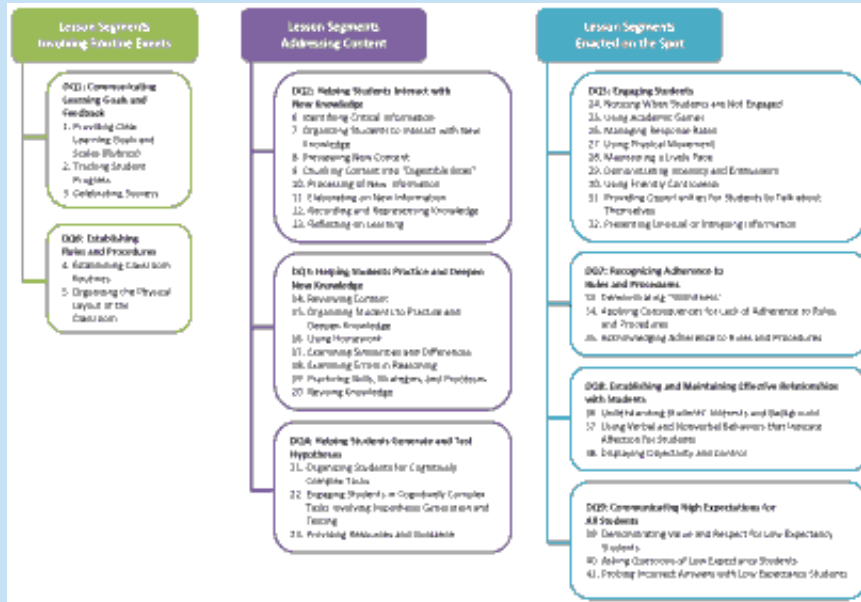


BrIDGES RATINGS 2016-2017

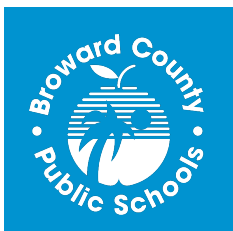
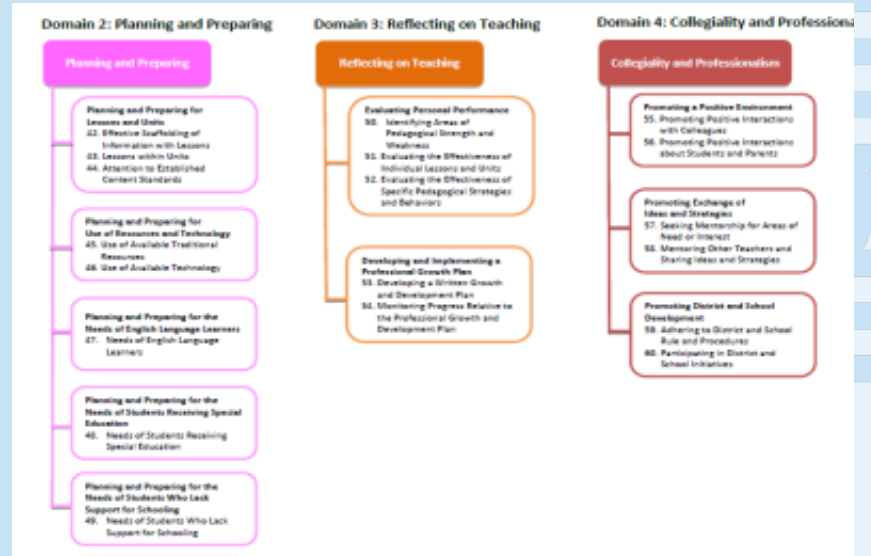


DOMAIN WEIGHTS

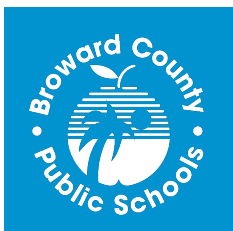
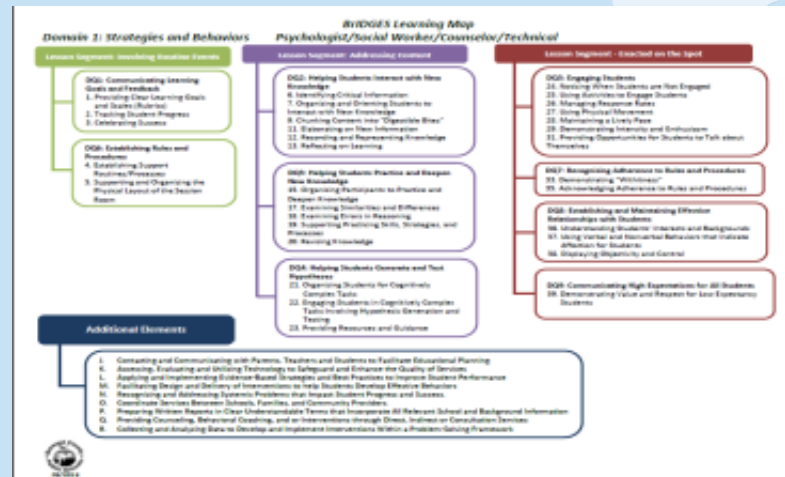
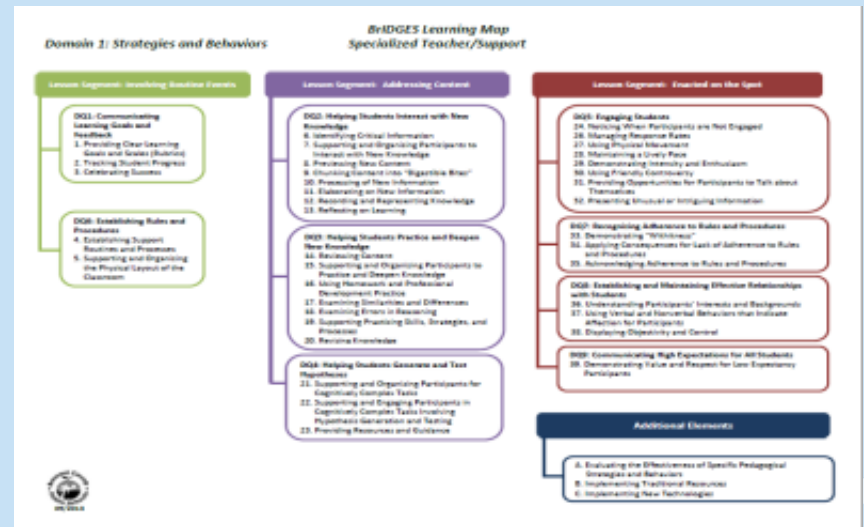
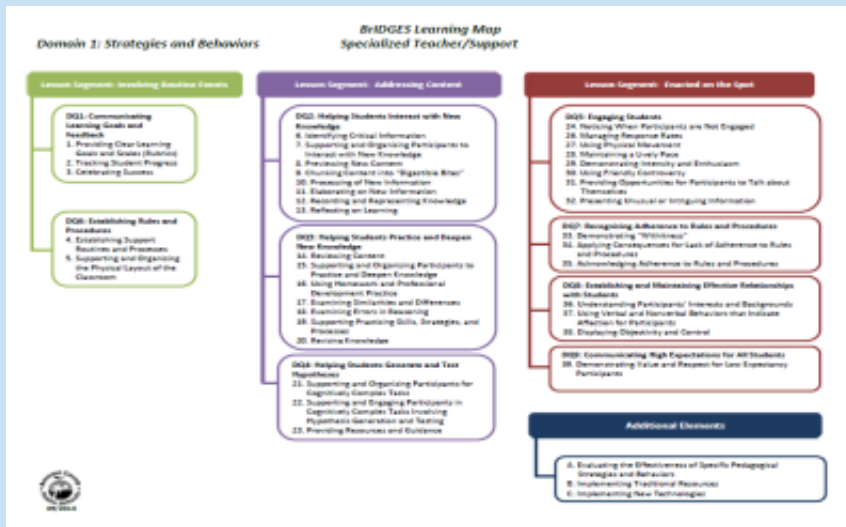
Domain 1 = 68%



Domains 2,3, and 4 = 32%



NON-CLASSROOM DOMAIN 1 MAPS

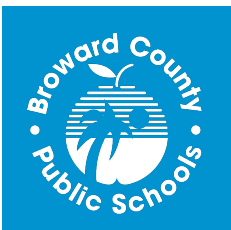


INSTRUCTIONAL PRACTICE SCALE

- The Instructional Practice Score is based on datamarks received within the Domains and the combined weights of the Domains.
- Once a score is calculated, a scale is applied and the Instructional Practice Score is determined.

Instructional Practice Scale

	2016-2017
Highly Effective	3.450-4.000
Effective	2.500-3.449
Needs Improvement	2.000-2.499
Unsatisfactory	1.000-1.999



PERFORMANCE INTERVENTIONS

TIER ONE

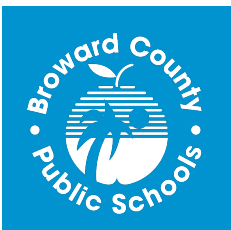
- 5-7 Beginning/Not Using Datamarks
- Informal conversation between teacher & administrator to discuss strategies for improvement

TIER TWO

- 8 Beginning/Not Using Datamarks
- Formal conversation between teacher & administrator to discuss areas of concern, implement a cycle of assistance, and discuss possible consequences

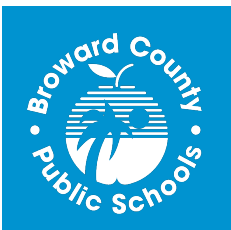
TIER THREE

- 10 Beginning/Not Using Datamarks
- Instructional Practice Score of Needs Improvement or Unsatisfactory
- Two formals and one additional observation
- A Performance Development Plan (PDP) may be written
- PDPs must be conducted by a credentialed observer



BrIDGES FINAL EVALUATION SCORE

- Instructional Practice Score
- Student Performance Score
- Deliberate Practice (worth 1% within the IP Score)

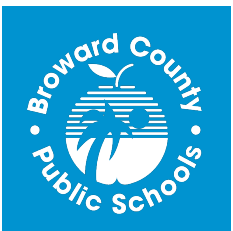


DELIBERATE PRACTICE/GROWTH PLAN DATES

DATE	ACTION
The week of September 19, 2016	Administrators share the Brainshark on Deliberate Practice with teachers.
September 26 – November 18, 2016 @ 11:59 pm	Teachers complete the Self-Assessment.
November 21- December 23, 2016	Teachers complete their growth plan.
January 9 – January 31, 2016	Administrators approve growth plans.

STUDENT PERFORMANCE 2016-2017

- Under state statute, Student Performance (previously referred to as Student Growth) “must include growth or achievement data of the teacher's students”.
- The following slides display teacher groups and the appropriate assessments that will be used to calculate Student Performance in 2016-2017.
- Additional teacher groups (such as adult only teachers, Pre-K only teachers, IB/AICE teachers, non-classroom teachers without students, and teachers with 11th – 12th grade students only) are still under discussion. Information will be shared when available.



STUDENT PERFORMANCE ASSESSMENTS IN 2016-2017 (Page 1)

Teacher Group	Assessment
FSA Subject/FSA Grade Level (4 th -10 th) Teachers	FSA ELA/Math
7 th -9 th Grade Algebra I Teachers	Algebra I EOC
FCAT Science 8 th Grade Teachers	FCAT Science
8 th -10 th Grade Biology Teachers	Biology EOC
8 th -10 th Grade Geometry Teachers	Geometry EOC
10 th -11 th Grade US History Teachers	US History EOC
7 th Grade Civics Teachers	Civics EOC
10 th -11 th Grade Algebra 2 Teachers	Algebra 2 EOC
Advanced Placement (AP) Teachers	AP Test

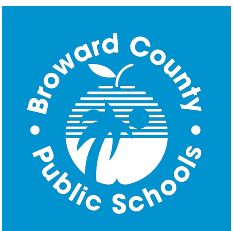
STUDENT PERFORMANCE ASSESSMENTS IN 2016-2017 (Page 2)

Teacher Group	Assessment
Non-FSA Subject/FSA Grade Level (4 th -10 th) Teachers*	FSA ELA/Math
FSAA (alternate assessment) teachers	FSAA ELA/Math
3 rd Grade Teachers	FSA ELA
2 nd Grade Teachers	Primary Reading Test (PRT)
1 st Grade Teachers	Primary Reading Test (PRT)
Kindergarten Teachers	Letter Names, Sounds & Concepts of Print

*Includes teachers whose students take the FSA but they are not the primary ELA/Math subject teacher (i.e., Art, Music, PE, Foreign Languages, etc.)

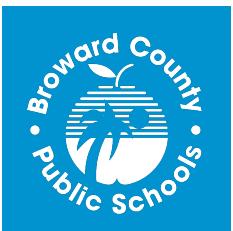
PARENTAL INPUT

- In accordance with Florida Statute 1012.34, parents must be notified of their right to provide input into the instructional **AND** administrative evaluations.
- Parents may be notified within the 1st school newsletter or it may be posted on the school's website by September 16, 2016.



CONCERN ABOUT OBSERVATION

- Write a comment in iObservation (There is not a notification feature)
- Email/Speak to your administrator
- Request Follow-Up Conference



EVALUATIONS



Home Observations - Collaborate - Growth - Resource Library Reports Evaluations -

My Evaluations

My Evaluations

Search [Clear Search](#)

Evaluator Full Name ↓ Z-A

« » 10 ▾



[Redacted]

Evaluation Category: Category C

View

Final Score: N/A

Instructional Practice 49.0%

3.355

Effective

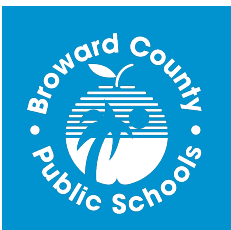
Deliberate Practice/Growth Plans

3.0

Effective

Student Data 50.0%

N/A



ADDITIONAL INFORMATION

Employee Evaluations

<http://www.broward.k12.fl.us/talentdevelopment/html/evaluation.html>

