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ACTION: INFORMATION

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TO: All Principals

FROM: Cheryl C. Alligood, Chief Academic Officer

SUBJECT: 2012-13 TEACHER BARGAINING UNIT AND SCHOOL BASED ADMINISTRATOR EVALUATIONS HOLD HARMLESS

The purpose of this bulletin is to inform principals of 2012-13 “**hold harmless**” decisions regarding both teacher bargaining unit and school based administrator evaluations.

Teacher Hold Harmless

Decisions for teacher bargaining unit employees were made based on the recommendations of the Joint Evaluation Negotiations Committee (JENC). For the 2012-13 school year, teacher bargaining unit employees will be held harmless on both the Instructional Practice and VAM Student Growth components.

Instructional Practice (60%):

All teacher bargaining unit employees will receive an Instructional Practice rating of either “HighlyEffective” or “Effective” as rated by their principals/directors. All teacher bargaining unit employees who received a lower rating will be **held harmless** and will be awarded a rating of “Effective” on the Instructional Practices portion of their 2012-13 evaluations.

VAM Student Growth (40%): All teacher bargaining unit employees will be awarded the District’s VAM rating of “Effective” for the 2012-13 school year. This rating will be combined with the Instructional Practice rating to complete the 2012-13 school year annual evaluation ratings. **[1]**

Table 1: Teacher Bargaining Unit Hold Harmless

| Instructional Practice Score (60%) | VAM Student Growth Score (40%) | Final Evaluation Rating |
|---|---|------------------------------------|
| Highly Effective | Effective | Highly Effective |
| Effective | Effective | Effective |

School Based Administrator Hold Harmless

For the 2012-13 school year, the FDOE calculated the school VAM scores to include only those students who were enrolled with the same teacher in an FCAT tested course both FTE Survey 2 and 3. As a result, any student who had a schedule change that resulted in different teachers in an FCAT tested course for Survey 2 and 3, was excluded from the school VAM score calculation. Therefore, school based administrators will be held harmless on the VAM Student Growth component.

Leadership Practice (50%): All school based administrators will receive the Leadership Practice rating awarded by their supervising administrator.

VAM Student Growth (50%): All school based administrators will be awarded a student growth score of either "Highly Effective" or "Effective". All school based administrators who received a lower rating will be **held harmless** and will be awarded the District's VAM rating of "Effective" on the Student Growth component of their 2012-13 evaluations.

Table 2: School Based Administrator Hold Harmless

| Leadership Practice Score (50%) | VAM Student Growth Score (50%) | Final Evaluation Rating |
|------------------------------------|-----------------------------------|----------------------------|
| Highly Effective | Highly Effective | Highly Effective |
| | Effective | Highly Effective |
| Effective | Highly Effective | Highly Effective |
| | Effective | Effective |
| Needs Improvement | Highly Effective | Effective |
| | Effective | Effective |
| Unsatisfactory | Highly Effective | Effective |
| | Effective | Needs Improvement |

[1] Pursuant to SB 1514 and only for the purpose of determining eligibility for a negotiated salary increase, all 2012-13 annual evaluation ratings will be considered to be "Effective."

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