

Best Practice Framework New York

Theme: Staff Selection, Leadership, & Capacity Building
Level: District

National Center for Educational Accountability

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Practice: Provide strong leaders, highly qualified teachers, and aligned professional development

Evaluation of tenured teachers includes several alternatives, many of which support teacher collaboration.

Track II Evaluation Process for Tenured Teachers

The evaluation process for tenured teachers involves a three-year cycle. Teachers may choose from the following examples: (NB: An administrative observation will occur once during each three-year cycle, as the annual evaluative project.)

The following examples may include, but are not limited to, Alternative Professional Performance Review Options that may be selected by tenured staff:

1. **Reflective teacher partners:** Two teachers work collaboratively to assess their own teaching methods and the effects on their students. This will provide opportunities for teachers working together to practice developing competency on a specific teaching strategy.
2. **Learning club:** Two or more teachers study an educational topic or issue in order to explore the instructional implications and then apply the skill within the context of their instructional setting.
3. **Action Research:** One or more teachers collect impact data demonstrating the effects of practice(s) on learning behavior. A process of identifying an issue, modifying practice and reevaluation occur. This could be a one or multi-year project.
4. **Lesson Development:** One or more teachers develop teaching modules and performance assessments for specific learning standards.
5. **Self-evaluation:** Self-reflection offers a teacher a continuous, ongoing process of professional growth that fosters the improvement of instruction, the teaching/learning processes, and the overall school climate. Student/parent surveys will be used to help compile the final journal.
6. **Demonstration of competency:** One or more teachers may design, deliver, and evaluation specific competencies to peers in a staff development setting such as a superintendent's conference day.
7. **Other:** This open category allows a teacher to be innovative in developing a personal plan for professional/instructional growth.

Holland School District

District Evaluation Process