



**2020-2021 Centennial School District
Licensed Evaluation Process**

TOPIC	2020-21 School Year Centennial School District Expectations
Oregon Department of Education (ODE) Requirements	<ul style="list-style-type: none"> ● Probationary teachers must be evaluated, as required by state law. ● All educators set two (2) Student Learning and Growth Goals and one (1) Professional Goal. ● Complete educator observations, feedback, and evidence collection in support of professional practices throughout the school year taking into account data gathered from multiple measures: professional practice, professional responsibilities, and goals that impact student learning and growth. ● Hold end of year conferences with educators to discuss progress, but not ratings.
Process & Timeline	<ul style="list-style-type: none"> ● Goal Setting: Due by December 1, 2020 <ul style="list-style-type: none"> ○ Probationary 1 & 2: Goal Setting Meeting Required ○ Contract & Probationary 3: Goal Setting Meeting optional (As determined by administrator or requested by educator) ● Mid-Year Conference Reflections: To be conducted three (3) weeks after mid-year assessments are completed; no later than Spring Break <ul style="list-style-type: none"> ○ Probationary 1 & 2: Mid-Year Meeting Required ○ Contract & Probationary 3: Mid-Year Meeting optional (As determined by administrator or requested by educator) ● End of Year: Same process as normal
Minimum number and types of observations (formal/informal)	<ul style="list-style-type: none"> ● Probationary 1 & 2: 2 Formal; 1 Mini Observation ● Probationary 3: 1 Formal; 1 Mini Observation ● Contract On-Cycle: 2 Mini Observations ● Contract Off-Cycle: 1 Mini Observation ● Additional observations may be conducted by mutual agreement between the educator and the evaluator. If the administrator has a concern about an educator's performance, the administrator will inform the educator of the concern(s) and additional observations may be conducted. ● Formal Observation: Minimum length of 20 minutes during a synchronous lesson. ● One (1) Mini-Observation, in addition to the minimum, can be asynchronous <ul style="list-style-type: none"> ○ Examples would include artifacts, educator communication, review of virtual classroom, PLC cycle notes, etc. ● Mini-Observations can be drop-in or pre-planned
Goals (SLGs)	<ul style="list-style-type: none"> ● All licensed educators need 2 SLGs, impact goals, or combination thereof (depending on job category); & 1 Professional Goal aligned to one of 8 Danielson 'Power Standards' ● ODE has prioritized Engagement and/or Social, Emotional, and Behavioral Health for SLGs; academic goals are still available options.



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	<ul style="list-style-type: none"> • 1 SLG should capture all students served; it is recommended that the second SLG focus on a student group (racial group recommended). • Grade level teams, or department goals are encouraged for collaboration. Licensed educators can access a coach if additional support is needed. <p><u>SLG Possibilities</u></p> <ul style="list-style-type: none"> • 1 Academic & 1 SEL/Engagement • 2 SEL/Engagement • 2 Academic <p><u>Examples Goals</u></p> <ul style="list-style-type: none"> • Centennial School District Examples (adapted from the Oregon Department of Education) • North Clackamas School District Examples • David Douglas School District Examples <p><u>Additional Resources</u></p> <ul style="list-style-type: none"> • 2020-21 ODE Guidance for Goal Setting • Examples available from ODE
<p>Student Growth Goals vs. Student Impact Goals</p>	<p>Do you set two (2) Student Learning & Growth Goals, two (2) Student Impact Goals, or one of each? Find out at the following link: SLG Cheat Sheet</p>
<p>Artifacts</p>	<p>Artifact Examples</p>
<p>Power 8 Prioritized Danielson Standards</p>	<p>Centennial 'Power 8' Standards * Please note, we will be using the Centennial School District Culturally Responsive Rubric equivalents for the Danielson Standards for Remote Teaching</p>
<p>References</p>	<p>Eight (8) Prioritized Standards from The Danielson Framework for Remote Teaching ODE Educator Effectiveness Dashboard National Standards for Quality Online Learning (Quality Matters and Virtual Learning Leadership Alliance) Oregon Framework for Teacher and Administrator Evaluation and Support Systems (ODE) Instructional Strategies for Virtual Learning (National Institute for Excellence in Teaching) Certified Employee Evaluation Handbook</p>