Updated Timeline for Educator Evaluation

Evaluation System	2012-13	2013-14	2014-15	2015-16
USOE PEER Advisory Committee	District evaluation plans approved in May	Districts send updated report on to USOE in May for approval	Districts pilot local evaluation systems and provide updates in spring of 2015	USOE begins accountability audits in selected districts
Observation Tools Teaching and Leadership	Year 1 observation measurement tools pilot in 16 districts	Year 2 observation tools pilot in 38 user group districts (teaching and leadership); other districts piloting observation tools based on UETS and UELS	Full implementation of observation tools aligned with UETS and UELS

Pilot electronic platforms selected by districts | Full district implementation of professional performance component

Electronic platforms in place |
| **Student Growth** | Student Growth Workgroup recommendations finalized

SAGE adopted

USOE begins to develop statewide example SLOs (SS, Fine Arts, Special Education, CTE) | USOE conducts pilot study of SLOs in volunteer districts

SAGE Year 1 test data

USOE continues to develop statewide example SLOs (Early Childhood, PE, Health, K-3 Science) | Statewide pilot of SLOs
Statewide pilot of SGPs

SAGE Year 2 implementation year

Districts begin SLO development plan using example SLOs and USOE SLO Toolkit | Full district implementation of student growth component: SGPs for tested subjects and grades and SLOs for non-tested subjects and grades |
| **Surveys for Stakeholder Input** | Year 1 pilot of survey questions (Utah Education Policy Center) (teachers, parents, students) | Year 2 Pilot of survey items (Utah Education Policy Center)

USOE creates rubric for scoring educator response to survey feedback for effectiveness | Districts decide survey(s) to use and then pilot in local schools | Full district implementation of stakeholder Input component |
| **Weighting of Evaluation Components** | | USOE works with consultants to formulate study of determining weights of three components | USOE pilots statewide to determine weights of three components using district data | Utah State Board evaluates the component weights selected to determine final weighting |
| **Rater-reliability and Calibration** | | Online resources created and distributed to districts to ensure rater-reliability of teaching and leadership observations | USOE rater-reliability certification process with master-coded exemplars in place and professional development provided in districts | USOE reliability certification pilot conducted in districts

Observer certification required |
| **Professional Development** | Professional development (PD) for districts piloting observation tools for teaching and leadership | USOE and districts provide PD for instructional effectiveness using UETS

PD on Leadership and role of administrator in improving teacher performance | USOE and districts continue PD on following:
• Reliability
• Instructional effectiveness
• Leadership effectiveness
• Observations
• SLOs | USOE and districts continue PD as needed |

**2016-2017 school year includes performance pay for principals as outlined in SB101-2014

USOE: March 25, 2014