

**I**nstructional  
**P**erformance  
**E**valuation and  
**G**rowth  
**S**ystem

**2011-2012 IPEGS Update**

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*Why is IPEGS being revised?*

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**Revisions**

**Single Unified Summative Rating**

**Two Components (50% each)**

- **Learner Progress (Standard 1)**
- **Professional Practices (Standards 2-7 or 2-8)**

**New Rating Levels and Weighting**

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**Revisions**

**Goal Setting Eliminated**

**Individual Professional Development Plan (IPDP)**

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***How will your performance be measured?***

**Two Components**  
**Weighted at 50% each**

- 1) Learner Progress (Standard 1)**
- 2) Professional Practices (Standards 2-8 or 2-7)**

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**Performance Standard 1: Learner Progress**

**Per the Student Success Act of 2011:**

***"At least 50 percent of a performance evaluation must be based upon data and indicators of student learning growth assessed annually by statewide assessments or, for subjects and grade levels not measured by statewide assessments, by school district assessments as provided in s. 1008.22(8)."***

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**Professional Practices  
50%: Other Performance  
Measures**

- ▶ Performance Standards 2 through 8 are now 50% of the Teacher evaluation
- ▶ Performance Standards 2-7 are now 50% of the Instructional Support and the Student Services Professional's evaluation

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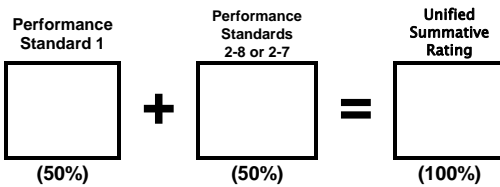
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**New Single Unified Summative Rating**

*How is it calculated?*



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**New IPEGS Rating Levels**

*Exemplary*      **Highly Effective**

*Proficient*      **Effective**

**Developing\*/Needs Improvement**

**Unsatisfactory**

*A rating of "Developing" can only be assigned in a professional's first 3 years.*

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**Performance Standard 1:  
Leamer Progress**  
(Total of 50 possible percentage points)

<b>Highly Effective</b>	50 percentage points
<b>Effective</b>	37.5 percentage points
<b>Developing/ Needs Improvement</b>	25 percentage points
<b>Unsatisfactory</b>	12.5 percentage points

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**IPEGS Performance Standards 2-8**  
(Total of 50 possible percentage points)

**32 percentage points from  
Observable Standards**  
**Plus**  
**18 percentage points from  
Non-Observable Standards**

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**50% based upon the  
Observable and  
Non-Observable Standards**

**32 percentage points - Observable Standards**  
Performance Standard 2: Knowledge of Learners  
Performance Standard 3: Instructional Planning  
Performance Standard 4: Instructional Delivery  
and Engagement  
Performance Standard 8: Learning Environment  
*Total of 8 possible percentage points each*

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**50% based upon the Observable and Non-Observable Standards**

**32 percentage points - Observable Standards**

*Total of 8 possible percentage points each*

Highly Effective	8 percentage points
Effective	6 percentage points
Developing/ Needs Improvement	4 percentage points
Unsatisfactory	2 percentage points

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**50% based upon the Observable and Non-Observable Standards**

**18 percentage points- Non-Observable Standards**

Performance Standard 5: Assessment  
Performance Standard 6: Communication  
Performance Standard 7: Professionalism

*Total of 6 possible percentage points each*

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**50% based upon the Observable and Non-Observable Standards**

**18 percentage points- Non-Observable Standards**

*Total of 6 possible percentage points each*

Highly Effective	6 percentage points
Effective	4.5 percentage points
Developing/ Needs Improvement	3 percentage points
Unsatisfactory	1.5 percentage points

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### Computing the Total Percentage Points for the Unified Summative Rating

- 89%-100% = Highly Effective
- 74%- 88% = Effective
- 37% - 73% = Developing  
(Years 1, 2, or 3 only)
- 37% - 73% = Needs Improvement  
(Years 4 and above)
- 0% -36% = Unsatisfactory

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#### Example: Single Unified Summative Rating

Teacher X Individual Performance Standards Ratings

Performance Standard:			
1. Learner Progress		5. Assessment	4.5
2. Knowledge of Learners	6	6. Communication	4.5
3. Instructional Planning	8	7. Professionalism	4.5
4. Instructional Delivery and Engagement	4	8. Learning Environment	6

Performance Standard 1		Performance Standards 2-8 or 2-7		Unified Summative Score
<input type="text"/>	+	37.5	=	<input type="text"/>
(50%)		(50%)		(100%)

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#### Example: Single Unified Summative Rating

Teacher X Individual Performance Standards Ratings

Performance Standard:			
1. Learner Progress	37.5	5. Assessment	4.5
2. Knowledge of Learners	6	6. Communication	4.5
3. Instructional Planning	8	7. Professionalism	4.5
4. Instructional Delivery and Engagement	4	8. Learning Environment	6

Performance Standard 1		Performance Standards 2-8 or 2-7		Unified Summative Score
37.5	+	37.5	=	75
(50%)		(50%)		(100%)

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**Percentage Points for the Unified Summative Rating**  
**(Teacher X = 75)**

89%-100% = Highly Effective

**74%- 88% = Effective**

37% - 73% = Developing  
(Years 1, 2, or 3 only)

37% - 73% = Needs Improvement  
(Years 4 and above)

0% -36% = Unsatisfactory

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**Performance Standard 1:  
Learner Progress For 2011-2012**

*Pursuant to the Student Success Act, IPEGS Performance Standard 1: Learner Progress will be measured as defined in F.S. 1012.34(3)(a)(1)*

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**Performance Standard 1:  
Learner Progress For 2011-2012**

**How will this work for Classroom Teachers of subjects and grades associated with statewide assessments?**

- ▶ *Must begin using formula approved by the Commissioner for FCAT courses*
- ▶ *Self contained elementary school teachers – Use both reading and math in the state provided value added model*

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Performance Standard 1:  
Learner Progress For 2011-2012

How will this work for Elementary, Middle School, and High School Classroom Teachers of subjects and grades **not** assessed by statewide assessments, but with students that do take the reading statewide assessments?

- ▶ Use *reading proficiency and learning gains for assigned students*

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Performance Standard 1:  
Learner Progress For 2011-2012

For Classroom teachers of subjects and grades **not** assessed by statewide assessments, that **do not have** more than 10 elementary students or 40 secondary students taking the statewide assessment?

- ▶ Use *school-wide reading proficiency and learning gains*

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Performance Standard 1:  
Learner Progress For 2011-2012

How will this work for Instructional Personnel who are **not** classroom teachers?

- ▶ Use *school-wide reading proficiency and learning gains for teachers assigned to a school site*
- ▶ *otherwise use district-wide data*

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**Revisions to the  
Observation and Evaluation  
Schedule**

**Probationary Teachers  
2x/year**

**All other contract types  
1x/year**

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**Revisions to the  
Observation and Evaluation Schedule For  
Probationary Contract Teachers**

Contract Status	Required Minimum Number of Observations a Year
<b>Probationary Contract</b>	<b>2</b>
Annual Contract	1
Professional Service Contract	1
Continuing Contract	1

**Probationary Teachers must be observed two (2)  
times in their first year of teaching**

**1 Observation per semester**  
(First observation completed within the first 30 days of employment)

IPEGS Procedural Handbook:  
Part I: Documenting Performance - pages 19 and 22

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**Revisions to the  
Observation and Evaluation Schedule For  
Probationary Contract Teachers**

Contract Status	Required Minimum Number of Evaluations a Year
<b>Probationary Contract</b>	<b>2</b>
Annual Contract	1
Professional Service Contract	1
Continuing Contract	1

**Probationary Teachers must be evaluated two (2)  
times in their first year of teaching**

**1 Evaluation per semester**  
(First evaluation (Formative) completed during the post-observation meeting)

IPEGS Procedural Handbook:  
Part I: Documenting Performance - pages 19 and 22

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**Completing the Formative Evaluation for Probationary Contract Teachers**

Based on the results of the first observation, what is the teacher's performance level?

Complete the Formative Evaluation Form

- ✓ Provide a rating for each of the IPEGS Performance Standards
  - A comment must be provided for any rating below "effective"
  - A comment may be provided for any other rating level
- ✓ Assign a Formative Evaluation Status

During the Post-Observation Meeting

- ✓ Review and discuss the Formative Evaluation results
- ✓ Sign and date the Formative Evaluation
- ✓ Provide a copy of both forms to the instructional professional
- ✓ Place the original forms in the instructional professional's personnel file

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**Completing the Formative Evaluation for Probationary Contract Teachers**

Use the information collected during the Observation to:

- Complete the Observation of Standards Form
- Complete the Formative Evaluation Form
- Conduct a Post-Observation Meeting
- Sign and date the Formative Evaluation
- Provide a copy of both forms to the instructional professional
- Place the original forms in the instructional professional's personnel file

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**IPEGS Formative Evaluation Form for Probationary Contract Teachers**

**Formative Evaluation Form**

(First evaluation (Formative) completed during the post-observation meeting)

IPEGS Procedural Handbook:  
Formative Performance Evaluation Forms  
Teacher (FM 7321): pages 78-81  
Instructional Support Personnel (FM 7319): pages 82-84  
Student Services Personnel (FM 7320): pages 85-87

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**New: Final Summative Evaluation May be Amended When Data Become Available**

Per state law:

*"The evaluator may amend an evaluation based upon assessment data from the current school year if the data becomes available within 90 days after the close of the school year."* FS 1012.34(3)(a)(4)(d)

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**New: Final Summative Evaluation May be Amended When Data Become Available**

If student performance data are not available for the summative evaluation

**Then:** Assessor makes **provisional recommendation for continued employment** based on subtotal percentage points for performance standards 2-8 or 2-7

**Updated** if student performance data become available within 90 days

**Final unified rating determined**

**Recommendation for continued employment finalized**

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**Major 2011-2012 IPEGS Revisions**

- ▶ Single Unified Summative Performance Rating-Four (4) defined levels
- ▶ Rating Based on a Mathematical Calculation
  - 50% IPEGS Performance Standard 1: Learner Progress
  - 50% IPEGS Performance Standards 2-8 or 2-7 (Professional Practices)
- ▶ Provisional Summative Evaluation Rating (90 Day window to modify based on data)
- ▶ Impact of Contract Status on Teacher Evaluation Schedule

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**IPEGS 2011-2012 Update**

**Websites**

**M-DCPS IPEGS Information**  
[ipegs.dadeschools.net](http://ipegs.dadeschools.net)

**United Teachers of Dade**  
[www.utd.org](http://www.utd.org)

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**Contact Information**

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