

# Intradistrict Communication

DATE: October 3, 2016

TO: Principals

FROM: Laura Finlinson, Administrator of Curriculum and Staff Development  
Clyde Mason, Director of Evaluation, Research, and Accountability

SUBJECT: Certification of Educators' Having Received Educator Evaluations Training

It is important that all licensed employees in your school have received the "Utah Effective Teaching Standards-based Jordan Performance Appraisal System (UETS-based JPAS) orientation and training. This orientation was to include training regarding the Educator Evaluation System and compensation for educators in the state of Utah as specified in Utah State Law 53A-8a-101-8-4 and Utah State Board of Education Rule R277-533. Key elements of Jordan District's Educator Evaluation System which is consistent with the above specified law and State Board rule are listed below:

- For 2015-16 and for 2016-17, the three components and their weighting used in determining an educator's "total effectiveness rating" are 1) UETS-JPAS Performance (70%); 2) Student Growth – SLOs (20%); and 3) Stakeholder Input - UEPC School Climate Survey (10%).
- There are four differentiated levels of performance and associated numeric scores to be reported on an educator's evaluation: highly effective (3); effective (2); emerging/minimally effective (1); and not effective (0).
- UETS-based JPAS is the summative evaluation tool to evaluate the performance of educators. Key components of the UETS-based JPAS include the following:
  - Career educators shall be evaluated annually; provisional educators shall be evaluated at least twice each contract year; and probationary educators shall be evaluated when necessary but not fewer than twice each contract year.
  - A UETS-based JPAS evaluation shall include two unscheduled classroom observations (at least 30 min. in length and within 15

working days of each other), an interview, and a professional development meeting (within 5 working days of receiving the JPAS Feedback Report.

- If an educator does not agree with any portion of the UETS-based JPAS Feedback Report, other evidence, or professional growth activities as outlined, the educator has the right to attached a report to the feedback report stating his/her views.
  - Additional evaluations shall be scheduled for provisional and career educators whose JPAS total score is in the "Not Effective" range.
  - Career educators whose JPAS score is in the "Minimally Effective" range may request an additional evaluation.
  - Provisional and career educators whose total score remains in the "Not Effective" range on a second and third evaluation shall be subject to provisions of DP313 (Provisional and Probationary Licensed Personnel), and/or DP316 (Orderly Termination Procedures for Licensed Personnel).
- In accordance with Utah State Law 53A-81-602, an educator, may not advance on an adopted salary schedule if the educator's "total effectiveness rating" (70% UETS-based JPAS, 20% Student Growth, 10% Stakeholder input) on the most recent evaluation is at the minimally effective (1) or not effective (0) level unless the educator:
    - Is a provisional educator; or
    - New to the grade level (Elementary); or
    - New to the building; or
    - All new preps (Secondary)

Principals, if you have not already done so, please make sure all of your school's licensed educators sign and date the accompanying form evidencing their understanding of "Utah State Educator Evaluation Law 53A-81-101-804" and "Utah State Board of Education Rule R277-533" as they pertain to the Educator Evaluation System and compensation for educators in the state of Utah.