

LINCOLN COUNTY SCHOOL DISTRICT – EVALUATION BARGAINING COMMUNICATION

The Lincoln County Education Association proposed new language in Article 10, Evaluation on February 19, 2015, and the District responded on March 12, 2015 (see proposals on the website at the following link: http://www.lincoln.k12.or.us/our_district/bargaining_information.php). The District responded on March 12, by counter proposing the language around the reporting of summative evaluation scores to state or federal agencies, as well as the language regarding clarification around student learning and growth goals.

The District is interested in honoring the collaborative work that teachers and administrators have done around the evaluation system during the three years of the collaboration grant. Teachers were in on the ground floor of developing the blueprint around evaluation and had direct influence on what went into the evaluation handbook. For instance, the topic of multiple observers was an interest of teachers, mainly to ensure their work was being evaluated by trained calibrated observers, in order to receive useful feedback for their continued growth.

The District was not granted collaboration funds during the 2014-15 school year, so the collaborative work has continued through regular meetings with the Danielson-trained Professional Growth Coaches (PGC) assigned to each building.

The 2013-14 school year was the first full year of Senate Bill 290 implementation. We learned a lot about what worked and what didn't that year, therefore, feedback was solicited from the Professional Growth Coaches and administrators at the end of the 2013-14 school year. Updates were then made to the evaluation handbook in July 2014 in response to this feedback, as well as updated Oregon Matrix information we had at the time. In late September, the District was made aware of a recent update to the Oregon Matrix, and modifications were made to ensure legal compliance.

The evaluation handbook continues to be a living document, and the District will continue to collaborate with the Professional Growth Coaches in order to ensure the evaluation system is understood by all and continues to support professional growth. Teachers and administrators who have been involved in this work are very proud of how far we have come in using the evaluation system as a meaningful tool for supporting teachers in their practice.