### NEW FLEXIBILITY OPTIONS IN TEACHER EVALUATION

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<th>Teacher evaluation issue</th>
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| Overreliance on testing  | Use of CMT / CAPT for 22.5% of evaluation | No use of CMT / CAPT / SBAC in 2013-14 year  
No use of CMT / CAPT / SBAC in 2014-15 year, pending federal approval |
| Number of required formal observations - teachers rated proficient or exemplary | At least 1 formal, in-class observation each year  
1-2 reviews of practice / year | At least 1 formal, in-class observation every 3 years  
3 informal in-class observations all other years  
1 review of practice / year  
Observations for non-classroom teachers take place in appropriate settings  
District may use previous evaluation rating terms to determine teacher eligibility for option this year |
| Development of SLOs (student learning objectives) | 1 – 4 per year  
All aligned with student academic growth indicators | 1 Student Growth Objective per year  
Support specialist develops growth objective & indicators based on his/her role |

### Teacher evaluation issue | Current Issue | New Requirement

**Onerous data collection**  
- Excessive data management system requirements  
- Technical & infrastructure problems cause system failures  
- No privacy protections

**NOTE:** The following are **required** of all districts, not optional under proposed section 2.10 of the teacher evaluation guidelines:  
- Limit data, information, & artifacts to those specifically used for evaluating teacher  
- By 9-15-14, and then annually, Teacher Evaluation & Development Committee examines efficiency of data management system & makes report to local Board of Education  
- Access to teacher data limited to primary evaluator, superintendent/designee, & others directly involved in evaluation/PD processes  
- SDE access to identifiable student data limited to that needed to comply with statutory audits

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* Pending approval of State Board of Education  
March 30, 2014 – deadline for submitting flexibility plan for remainder of 2013-14 school year  
SDE to set deadline for submitting flexibility plan for 2014-15 school year