

DELAWARE EDUCATOR EVALUATION SYSTEMS
DPAS II for Teachers and Specialists
DTGSS for Teachers
GUIDANCE 2021-2022

DPAS-II FOR TEACHERS AND SPECIALISTS

The following guidance is for managing the DPAS II System for Teachers and Specialists for the 2021-2022 school year. DDOE recognizes that the 2021-2022 school year began with a new instructional/learning environment for most educators and students in Delaware. The challenges educators face during this school year to adapt to the return to school require – more than ever – support and coaching; therefore, actionable feedback will continue to be a critical component of educators’ growth and development. Coaching and support encourage relationship building, student engagement in learning, and standards-aligned curriculum implementation.

What does the observation and feedback cycle look like for 2021-2022?

The observation and feedback cycle established in response to HS 1 for HB 291 shall include the following:

- An initial goal-setting process
- Observations
 - Experienced teachers/specialists shall receive a minimum of one (1) announced or unannounced observation within the observation and feedback cycle.
 - Novice teachers/specialists shall receive a minimum of two (2) announced or unannounced observations within the observation and feedback cycle.
- An end-of-year spring/summative evaluation conference between the educator and evaluator

What are the requirements for classroom observations?

- Experienced Educators
 - A minimum of one (1) announced or unannounced 30-minute observation
 - Total observation time must total 30 minutes:
 - May vary observations in length and extend over multiply sessions (i.e., two (2) 15-minute observations; three (3) 10-minute observations)
- Novice Educators
 - A minimum of two (2) observations - The first observation must be announced.
 - Total observation time must total 60 minutes:
 - May vary observations in length and extend over multiply sessions (i.e., two (2) 30-minute observations; three (3) 20-minute observations)

Will all educators receive a summative evaluation rating in 2021-2022?

- Yes. Evidence collected and feedback provided during observations shall be used as part of the evaluation cycle and to assign a summative rating for the **2021-2022** school year.
- An educator’s Summative Evaluation in DPAS shall be documented on the Verification Form. The Verification Form shall replace the Summative Evaluation Form. Summative documentation on the Verification Form shall be **required** for **all** educators in 2021-2022.
- Documentation on the Verification Form for educators being evaluated using DPAS shall include the following:

- Component and Criteria level ratings
 - Any narrative language related to recommendations or commendations on the educator’s performance
- The Summative Evaluation rating on the Verification Form will be determined using the sum of all five Components, in accordance with the following chart. Each of the five components will be weighted equally.

Component Rating	Point Value
19 or 20 points	Highly Effective
14-18 points	Effective
9-13 points	Needs Improvement
5-8 points	Ineffective

Will the Student Improvement Component (CV) be required this year as part of the Summative rating?

Yes, however, the DDOE recognizes that complications have impacted the educator evaluation process (DPAS II and DTGSS) due to COVID-19 (isolation, quarantine, school closing, etc.). Local Education Agencies should urge evaluators and teachers/specialists to work collaboratively to re-evaluate student improvement goals and measures. When considering the best data available to measure progress towards the identified goals, flexibility should be used. Examples could include:

- Classroom formative and summative assessments
- Common assessments
- Student work samples

Neither evaluators nor educators are required to rewrite goals to make the necessary changes. Rather they should document the agreed-upon changes on the verification form (DPAS II).

What forms will educators be required to complete?

- Teachers/Specialists **must** initiate and complete the following forms:
 - The Component Five (goal setting) Forms: Measures Selection, Measures Target, Measures Rating
- Evaluators must initiate and complete the following forms:
 - Observation Form(s)
 - Verification Form

What criteria will be used for observations?

- For teachers, the following criteria shall be used:
 - 1b, 1d, 1e, 2a, 2c, 3a, 3d, 3e, 4a, 4b

- For specialists, the following criteria shall be used:
 - 1a, 1d, 1e, 2a, 2d, 3c, 3d, 3e, 4a, 4b

Additional guidance for DPAS will be provided this summer for the 2022-2023 school year.

For questions specific to DPAS for Teachers or Specialists, contact Angela Socorso at Angela.Socorso@doe.k12.de.us

Delaware Teacher Growth and Support System

The following guidance is for the pilot implementation of the Delaware Teacher Growth and Support System (DTGSS) for the 2021-2022 school year. DDOE recognizes that this school year began with a new instructional/learning environment for most educators and students in Delaware. The challenges educators face during this school year to adapt to the return to school require – more than ever – support and coaching; therefore, actionable feedback will continue to be a critical component of teachers’ growth and development. The system modifications outlined below will allow teachers to receive ongoing feedback to support his/her growth and development in instructional practices, which is fundamental to the theory of action upon which the DTGSS was built.

For the 2021-2022 school year only:

- All teachers shall receive a minimum of three observations.
- There will be no mid-year conference. Instead, evaluators and teachers should be discussing progress towards the teacher’s established professional growth goals and student improvement goals during each post observation conference.
- Teachers who are not on track to meet his/her established professional growth goals shall have a mid-year conference with his/her evaluator.
- Teachers seeking to revise his/her established professional growth goals mid-year shall have a mid-year conference with his/her evaluator.
- All teachers shall have a spring (summative) conference, at which time the evaluator shall discuss growth and evidence collected throughout the school year. At this time, the teacher shall receive ratings in all three Performance Areas and nine indicators in the framework.
- Evaluators shall continue to provide ongoing coaching and support related to DTGSS and continue to support reflection on data related to the teacher’s professional growth goals and student improvement goals.
- The DDOE recognizes that complications have impacted the educator evaluation process (DPAS II and DTGSS) due to COVID-19 (isolation, quarantine, school closing, etc.). Local Education Agencies should urge evaluators and teachers to work collaboratively to re-evaluate student improvement goals and measures. Flexibility should be used when considering the best data available to measure progress towards the identified goals. Examples could include:
 - Classroom formative and summative assessments
 - Common assessments
 - Student work samples

Neither evaluators nor teachers are required to rewrite goals to make the necessary changes, instead, they should document the agreed-upon changes on the summative evaluation form (DTGSS) under the “additional feedback/comments” section.

For the 2022-2023 school year:

- The DDOE shall implement the DTGSS through an extended pilot program in additional local educational agencies (LEAs).
- Local education agencies that participated in the 2021-2022 school year pilot may:
 - Continue to use the DTGSS during the 2022-2023 academic year. Evidence collected and feedback provided shall be used as part of a teacher's evaluation cycle and to assign an official summative rating for the 2022-2023 academic year.
 - Apply to the Department for approval to revert to the Delaware Performance Appraisal System II (DPAS II) or a previously approved alternate evaluation system.
- Additional guidance will be provided for the 2022-2023 school year based on continued feedback and data from our pilot LEAs.

For questions specific to DTGSS, contact Angela Socorso at Angela.Socorso@doe.k12.de.us