

Rudolph F. Crew, Ed.D., Superintendent of Schools

SUBJECT: THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, APPROVE THE INSTRUCTIONAL PERFORMANCE EVALUATION AND GROWTH SYSTEM (IPEGS) FOR INSTRUCTIONAL PERSONNEL THAT WILL REPLACE THE PERFORMANCE ASSESSMENT COMPREHENSIVE EVALUATION SYSTEM (PACES) THROUGH A PILOT PROGRAM IMPLEMENTED DURING THE 2006-2007 SCHOOL YEAR] REVIS

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

BOARD

WORKSHOP: JUNE 7, 2006

At the meeting held on October 19, 2005, the Board authorized the Superintendent to pursue the acquisition and implementation of an effective evaluation system for instructional personnel that would replace the Performance Assessment Comprehensive Evaluation System (PACES) currently utilized by the district. The recommendation to replace PACES was based on a review of the best practices for effective evaluation of teacher performance. Professional literature indicates that performance appraisal systems such as PACES that are based solely on observation have limited validity. Current research supports a balanced approach that includes multiple data sources. The recommendation to implement a new evaluation system for instructional personnel was also based on a legal analysis confirming that the district lacks an exclusive copyright to the PACES instrument, thereby placing the district at risk of copyright infringement litigation in the event that the PACES manual were revised as needed to comply with state law requirements. } ADDED } REVIS

A Request for Proposals (RFP) was distributed to various qualified vendors on January 23, 2006. The Board subsequently authorized the Superintendent during the March 15, 2006, Board meeting to negotiate and enter into a contractual services agreement with Teacher Quality Resources, pursuant to Request for Proposals No. 070-FF10 – professional consulting services for development of an instructional assessment and appraisal system.

In collaboration with UTD, three design teams were established representing the following instructional personnel categories: classroom teachers, student services personnel (i.e. school psychologists, guidance counselors, social workers, etc) and instructional support personnel (i.e., curriculum support specialists, library/media specialists, teachers on special assignment, etc.). The teams included corresponding practitioner representatives and district, region and school-based administrators.

Through a consensus building approach, the teams formulated performance standards, evaluation tools and rating rubrics that comprise the new performance evaluation system for classroom teachers, student services personnel and instructional support personnel. Handbooks outlining use of the tools and procedures for evaluation have also been developed. IPEGS incorporates statutory requirements with respect to student performance, parental input and school improvement planning as set forth in Florida Statutes section 1012.34 (2005). In order to avoid copyright disputes, the contract contains an addendum making clear that the School Board, for its own use, has restricted copyright permission to use, revise and/or modify the system developed under the Agreement, for any educational purpose deemed necessary by the School Board.

The system was presented to the M-DCPS/UTD Joint Task Force on Standards for Educational Evaluation on May 26, 2006. Following the task force meeting, a Board workshop was held on June 7, 2006, to provide Board members an opportunity to review the system.

Pending Board approval, IPEGS will be implemented through a pilot program in 30 schools during the 2006-2007 school year. A detailed plan for the 2006-2007 pilot will be developed in collaboration with the M-DCPS/UTD Joint Task Force on Standards for Educational Evaluation and representative administrators. Training for administrators and instructional personnel that will be included in the pilot will begin on July 31, 2006. The anticipated cost to conduct training and provide ongoing support for the pilot program will total approximately \$85,000 for trainer honoraria, participant stipends, substitute coverage and materials. This amount has already been included in the budget for the Office of Professional Development. Periodic updates regarding the implementation status of the pilot program will be provided to the School Board.

Copies of handbooks for IPEGS and an executive summary providing an overview of the system design have been transmitted to the School Board Members under separate cover and are available for inspection by the public in the Office of the Board Recording Secretary, Room 924, and the Citizen Information Center, Room 158, 1450 N.E. 2nd Avenue, Miami, Florida, 33132.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, approve the Instructional Personnel Evaluation and Growth System (IPEGS) to be implemented through a pilot program during the 2006-2007 school year. In accordance with the contract between The School Board of Miami-Dade, County, Florida and Teacher Quality Resources, LLC, and the addendum thereto, the School Board, for its own use, will maintain restricted copyright permission to use, revise and/or modify IPEGS for any educational purpose deemed necessary by the School Board.