

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

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

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 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.

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. The new performance evaluation system incorporates statutory requirements with respect to student performance, parental input and school improvement planning as set forth in Florida Statutes section 1012.34 (2005).

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 scheduled for June 7, 2006, will be held to provide Board members an opportunity to review the system.

Pending Board approval, the new performance evaluation system will be implemented through a pilot program 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 be conducted during August, 2006.

Copies of handbooks for the new system and an executive summary providing an overview of the system design will be 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 new performance evaluation system for instructional personnel to be implemented through a pilot program during the 2006-2007 school year.