

Executive Numbered Memorandum 003-2014-15 - Requirements for Teacher and Administrator Evaluation and Support Systems for the 2014- 15 School Year

To: All School District Superintendents and Education Service District Superintendents

Re: ESEA Waiver Approved; Educator Evaluation Requirements for the 2014-2015 School Year; Regional Peer Review Panels

Summary


For the 2014-15 school year, all districts must use the Oregon Matrix for educators' summative evaluations. All summative evaluations must be a combination of student learning and growth with professional practice and professional responsibilities. For 2014-15, districts are not required to use state assessments, including SBAC and OAKS, for educator evaluations. All districts must participate in the regional Peer Review Panel process.


Federal ESEA Waiver Granted

In October 2014, the U.S. Department of Education approved Oregon's guidelines for teacher and administrator evaluation and support systems as part of the federal Elementary and Secondary Education Act (ESEA) waiver. See the following link for the announcement sent on October 9, 2014:

<http://www.ode.state.or.us/news/announcements/announcement.aspx?ID=10171&TypeID=5>.

Requirements for the 2014-15 School Year

As a requirement of the ESEA waiver, all districts must use the [Oregon Matrix](#) to combine student learning and growth with professional practice and professional responsibilities in educators' summative evaluations in the 2014-15 school year. Requirements for Student Learning and Growth (SLG) Goals are described in the [Guidance for Setting SLG Goals](#)  document, including the required components for SLG goals and state SLG Quality Checklist and Scoring Rubric.

In 2014-15, districts are not required to use state assessment, including SBAC and OAKS, for SLG goals. Teachers in tested grades and subjects and administrators will use Category 2 measures for their two SLG goals. Category 2 measures include locally or commercially developed assessments. See the *Oregon Criteria for High Quality Assessments* in the [Assessment Guidance](#)  document to evaluate the quality of assessments, whether they are obtained from an outside source or developed internally.

There will be subsequent changes made in Oregon Administrative Rule OAR 581-022-1723 to reflect the federal waiver requirements for educator evaluations.

Regional Peer Review Panel (PRP)

As a requirement of the ESEA waiver, the Oregon Department of Education (ODE) must ensure all districts implement a comprehensive, high-quality evaluation and support system

consistent with state guidelines in 2014-15. Oregon is meeting this waiver requirement through regional Peer Review Panels (PRP). All districts must complete a PRP as per Oregon's ESEA Waiver and Oregon Administrative Rule (OAR) 581-013-1315. The process and steps are outlined in the [Regional Peer Review Panel Guidance PDF](#) document.

The PRP is a review of where the district is now implementing its local evaluation system and provides an opportunity for feedback from peers and support to move forward. All PRPs must be completed before the end of February, 2015. This is an extension of the December 1 timeline. If your district needs assistance in completing the self-appraisal, please contact ODE for support. ODE will be providing additional professional learning and targeted regional supports this year based on district needs identified in the PRPs.

Though the PRPs are required in Oregon's ESEA waiver and OARs, they are designed for more than just accountability. Best practices and collaborations between districts to support implementation are emerging through this process. All districts are highly encouraged to provide staff to serve as PRP panelists to support their colleagues in the region. Panel participation provides educators with opportunities for collaborative leadership and professional responsibility. ODE is working with [ESD Contacts PDF](#) to coordinate the process and provide regional trainings for PRP panelists.

See the [Regional PRP website](#) for additional documents including the [PRP Self-Appraisal Tool](#) and prior communications. Please contact Theresa Richards at Theresa.richards@state.or.us, 503-947-5736 or Sarah Philips at Sarah.Phillips@state.or.us, 503-947-5783 if you have questions or need further information.

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Contact(s) for this Announcement

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