



TEACHER EVALUATION SYSTEM



TEACHER GROWTH THROUGH EVALUATION.

Teacher talent is essential to student learning. Research

tells us that teachers are the most influential school-level factor in children's education. What we know about great teaching has changed and will continue to change with students' learning needs. Great teachers are those who continue to learn through inquiry, reflection, and professional development. The Virgin Islands Department of Education (VIDE) wants to support teacher growth with professional development and performance evaluation.

EVALUATION FOR GROWTH. Educators from St. Thomas, St. John, and St. Croix have redesigned teacher evaluation to reflect new, extensive research on teaching and the demands of the profession. The new, territorywide teacher evaluation system applies to all teachers, regardless of grade level or subject area. The new evaluation system is practical, fair, and rigorous. It provides teachers evidence-based performance feedback, which supports continued growth and learning.

THE CHARLOTTE DANIELSON FRAMEWORK FOR TEACHING.

The U.S. Virgin Islands selected the Charlotte Danielson Framework for Teaching to guide the new evaluation system. The framework is supported by strong research, and it aligns with the national Interstate Teacher Assessment and Support Consortium (InTASC)

standards, the basis for the Virgin Islands Teacher Effectiveness Standards. The framework provides a common language to discuss teaching. All teachers, principals, and assistant principals will receive training and support on the framework.

TWO MEASURES OF PRACTICE. Each teacher will be evaluated every year, and each teacher, regardless of the evaluation results, will be responsible for completing a professional growth plan with the support of the principal.

The new evaluation process is based on evidence collected from two measures:

- † Observations: Two or more times per year, the principal or assistant principal observes teachers' instruction.
- † Portfolio presentation: Each year, teachers present their portfolios, which include the professional growth plan, to the principal or assistant principal for discussion and review.

In addition to these required measures, some schools may choose to administer a validated student survey as part of the reflective process to create professional growth goals.

VIDE will be providing training and information about this new initiative at <http://www.vide.vi/>.

HAVE QUESTIONS?

Check out the FAQs on [page 2](#).



WE WANT TO HEAR FROM YOU!

Contact our Help Desk: evalsupport@doe.vi

FREQUENTLY ASKED QUESTIONS

What is the purpose of the new teacher evaluation system? The new teacher evaluation system supports all teachers' growth as educators by providing practical, fair, and evidence-based feedback by trained evaluators. The new teacher and principal evaluation system is the first of several systems being redeveloped by and for U.S. Virgin Islands educators. The new evaluation system will contribute to improved learning for all students.

Why was the Danielson Framework for Teaching selected? After careful consideration, a task force of educators from St. Thomas, St. Croix, and St. John selected Charlotte Danielson's Framework for Teaching for its common sense approach, strong research backing, and emphasis on teacher growth. The Framework for Teaching is a measurement tool to determine teachers' proficiency on four domains of teaching practice: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities.

Why are we doing portfolios? Most components of two of the domains of the Danielson Framework for Teaching (Planning & Preparation and Professional Responsibilities) cannot be assessed by observing the classroom and must be assessed via portfolio.

What observation measure will be used and why? The Framework for Teaching Evaluation Instrument by Charlotte Danielson will be used for teacher observations. All principals and assistant principals will be thoroughly trained in using the framework for observation purposes. For information and updates on training, visit <http://www.vide.vi/>.

Who contributes to the teacher evaluation?

Teachers and their supervisors (principals or assistant principals) contribute to performance evaluations every year. Teachers have meaningful input into their evaluations.

Teachers are responsible for:

- † Reviewing the evaluation process
- † Scheduling observations and meetings
- † Submitting documents on time
- † Preparing a portfolio
- † Creating a professional growth plan

Principals or assistant principals are responsible for:

- † Facilitating the evaluation procedure
- † Completing evaluation training

- † Working with the teachers to schedule observations and meetings
- † Observing teachers
- † Providing feedback to each teacher
- † Viewing the teacher's portfolio presentation
- † Reviewing the professional growth plan with the teacher
- † Calculating the summative rating for the teacher
- † Ensuring that each teacher has a professional growth plan
- † Submitting summative evaluation results to the Division of Human Resources for inclusion in personnel files and databases

VIDE staff are responsible for:

- † Training all constituents
- † Answering questions
- † Monitoring implementation
- † Supporting teacher evaluation and professional learning

