

Human Resources Glenbrook High Schools

To: Dr. Mike Riggle

From: Steve Caliendo 

RE: Renewal of waiver for dispensation from state ratings in new teacher appraisal instrument

Date: December 14, 2009

Below, please find a request for dispensation from 105 ILCS 5/Sec. 24A-5 (c) of the Illinois School Code which requires the use of ratings (unsatisfactory, satisfactory, excellent) as part of the teacher evaluation plan. The Administration is seeking the renewal of this waiver because the three state-designated ratings have no criteria assigned to them and offer no parameters for school districts to align themselves with a universal understanding of what each rating means. These ratings have been a source of confusion and frustration for teachers and administrators alike since more attention is often drawn to the rating than to the direction and assessment provided through the performance review.

This waiver was applied for and approved by the Illinois State Board of Education in December, 2005. A waiver is in effect for 5 years and must be renewed in order to maintain the current evaluation program beginning with the 2010-11 school year.

Several area districts have successfully secured a release from use of these imposed ratings in light of evaluation instruments which provide a better and more thorough review/assessment of a teacher's performance. We believe the Glenbrook teacher appraisal system, which is based upon Charlotte Danielson's research on effective teaching, offers a significantly comprehensive and meaningful review for the teacher. The reflective nature of the appraisal system – both for the teacher and the administrator – coupled with an extensive narrative reviews the specific strengths and areas of professional growth for the teacher. It is no centered on the assignment of one of three undefined categories. However, in the case of unsatisfactory performance, the narrative will conclude with the explicit assignment of an “unsatisfactory” rating.

The Administration is asking the Board of Education to approve the district's petition to the Illinois State Board of Education for release from the use of ratings as outlined in 105 ILCS 5/Sec. 24A-5 (c) of the Illinois School Code except in the case of unsatisfactory teacher performance.

THE GLENBROOK HIGH SCHOOLS

Office of Human Resources

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December 14, 2009

Mr. Greg Davenport
Illinois State Board of Education
100 West Randolph Street (CH 14-300)
Chicago, IL 60601

Dear Mr. Davenport:

Included herein please find the Teacher Appraisal Program developed for the certified staff members of Northfield Township High School District #225. This plan was developed in accordance with 105 ILCS 5/Sec. 24A-5 of the Illinois School Code, and with the participation and support of the Glenbrook Education Association, the exclusive bargaining agent of teachers in District #225. This appraisal system has also been reviewed and endorsed by the District #225 Board of Education.

District #225 is seeking Illinois State Board of Education approval of this teacher evaluation plan as per 105 ILCS 5/Sec. 24A-5 of the Illinois State Code.

As you review the Glenbrook Teacher Appraisal Program, please note that its content is based upon Charlotte Danielson's research on effective teaching. The teacher's appraisal/evaluation will be centered on a review spectrum which will begin with an extensive self-assessment, continue with professional goal setting, and conclude with an extensive narrative review by the educator's supervisor.

In addition, please note that we are requesting a modification to the use of ratings as outlined in 105 ILCS 5/Sec. 24A-5 (c) of the Illinois School Code.

The Glenbrook High Schools recognize the three categories of performance – as described by state law – in its teacher appraisal process. An “**excellent**” teacher exhibits the highest degree of professionalism in all aspects of his/her educational career. The excellent teacher has both content and pedagogical expertise; the ability to effectively manage the classroom environment; a penchant for working with students, educational colleagues, and parents; a commitment to ongoing professional growth, and the drive to continually seek new ways to fulfill his/her instructional responsibilities more effectively.

The “**satisfactory**” teacher meets all expectations and standards of the school district and is viewed as a competent educator.

The “**unsatisfactory**” teacher clearly does not meet the expectations and standards of the school district and is unable to meet the instructional responsibilities of his/her position. These deficiencies in performance demand the implementation of a formal remediation process.

Through the Glenbrook Teacher Appraisal Program, a teacher’s performance evaluation will not be limited to the simple assignment of one of the above noted ratings, but will include the teacher’s self-assessment, the establishment of professional goals, and an extensive narrative which will review the specific strengths and weaknesses of the teacher. An “**excellent**” or “**satisfactory**” rating shall be inferred from this extensive teacher performance review.

However, in the case of an unsatisfactory teacher performance – and only in the case of unsatisfactory performance – the narrative will conclude with the explicit and exact denotation of an “**unsatisfactory**” rating. An unsatisfactory rating will put into place a remediation plan to assist the teacher in accordance with state law. District #225 will observe all procedures for remediation and adhere to all timelines for the remediation process as established by the Illinois School Code.

We hope you will agree that the assessment model set forth in the Glenbrook Teacher Appraisal Program not only embraces the intent of the state law but also improves upon the School Code’s focus and purpose. The Glenbrook teacher appraisal effort is intended to focus on the improvement of instruction and the professional growth of teachers.

Thank you for your review of the District #225 Teacher Appraisal Program. Please don’t hesitate to contact me at (847) 486-4704 or Rosanne Williamson, Assistant Superintendent for Curriculum, at (847) 486-4701 if you have any questions.

Sincerely,



Steven A. Caliendo, Ed.D.
Assistant Superintendent for Human Resources

SAC/dc

- cc. Dr. M. Riggle, Superintendent, District #225
- R. Williamson, Asst. Superintendent, District #225
- D. Pranske, President, Glenbrook Education Association (GEA)