

*Performance Evaluation
Reform Act of 2010 (PERA)
&
Senate Bill 7*

Lockport Township High School 205
September 14, 2011

Dr. Todd Wernet
Assistant Superintendent for Personnel



Performance Evaluation Reform Act (PERA)

- ▶ PERA addresses teacher and principal summative evaluation in Illinois
- ▶ Multiple Components of the evaluation
 - Rating Categories required (4)
 - Competence
 - Teacher–Danielson–default model (Illinois)
 - Principal–Illinois Standards for School Leaders
 - Student Growth– “significant factor” “50%” of evaluation



Performance Evaluation Reform Act

- ▶ 4 categories (Sept 1, 2012 implementation)
 - Excellent
 - Proficient
 - Needs Improvement
 - Unsatisfactory

- ▶ Danielson Instructional Framework
LTHS 2012–13 school year–complies



Danielson Framework

Enhancing Professional Practice

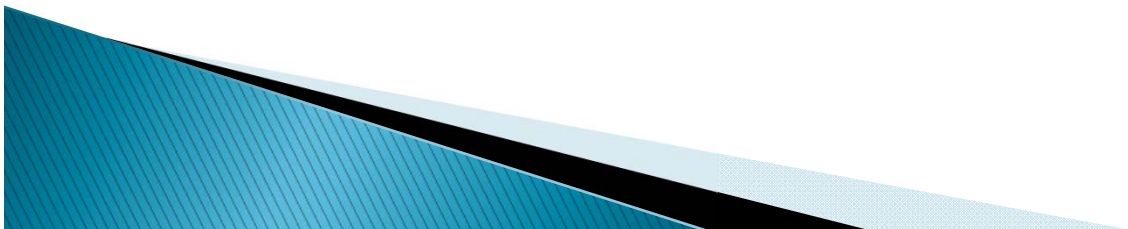
- ▶ Evaluation Design Committee
 - 8 full day sessions to develop and design certified staff evaluation process and instrument
- ▶ Evaluator Training
 - 4 full day training sessions with evaluators
- ▶ Certified Staff
 - 2 sessions to introduce Framework
 - January 5 and March 2



Performance Evaluation Reform Act (PERA)

- ▶ Student Growth–“Substantial” 50%
- ▶ State Committee (PEAC) will define “student growth” and make recommendations
- ▶ Implementation Timeline
 - Principals.....Sept 1, 2012
 - Teachers.....Sept 1, 2016

◦ <http://www.isbe.net/peac/>



Senate Bill 7

Signed into Law June, 2011

Modifies PERA

▶ Component Overview

- Tenure...may be
 - Portable & process has possible acceleration aspect
- Collective Bargaining....
 - final offers made public
- Learning Conditions Survey...
 - teachers & students
 - In development



Senate Bill 7

Signed into Law June, 2011

Modifies PERA

- ▶ Component Overview (continued)
 - School Board training....new members
 - Dismissals.....due process streamlined
 - Seniority diminished
 - Internal Transfers
 - Reductions-In-Force (RIFs)



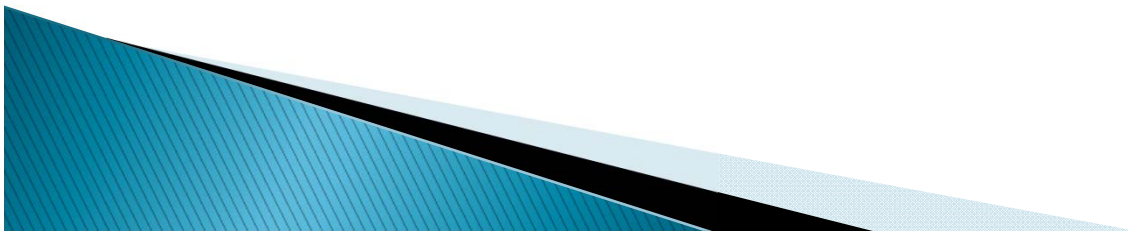
IMMEDIATE Reductions-In-Force (RIF)

- ▶ Senate Bill 7 provisions regarding RIFs become effective at the end of the 2011-12 school term.....unless the current CBA was entered into on or before January 1, 2011 contains an alternate process to conduct RIFs.
- ▶ LTHS current CBA was ratified post January 1.
- ▶ Layoffs will no longer be done strictly by Seniority.



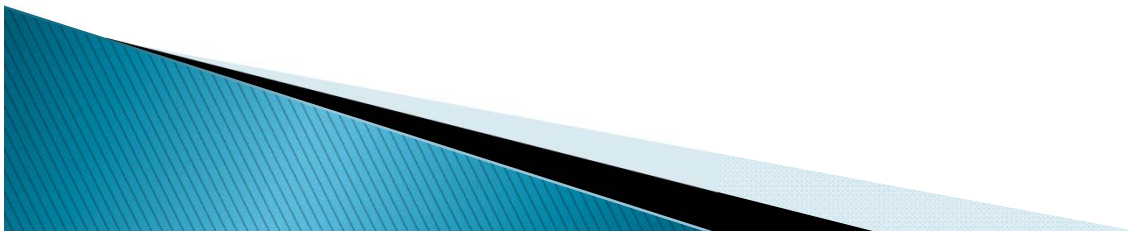
RIFs no longer determined strictly by Seniority

- ▶ Teachers will be placed into one of 4 groups based upon prior summative performance evaluation ratings.
- ▶ A teacher's performance evaluation rating means the overall rating from the annual or bi-annual summative performance evaluation.



RIFs no longer determined strictly by Seniority

- ▶ Layoffs shall start with Group One and progress through Group Four.
- ▶ Layoffs within Group One shall be at the board of education's discretion.
- ▶ Within Groups Two, Three, and Four, layoffs shall occur based upon a tenured or non-tenured teacher's average performance evaluation rating based on the last two evaluations.



RIFs no longer determined strictly by Seniority

- ▶ Group 1 – Probationary teachers with no ratings.
- ▶ Group 2 – “Needs Improvement” or “Unsatisfactory” on EITHER of the last two evaluations.
- ▶ Group 3 – “Proficient” or “Satisfactory” on BOTH of the last two evaluations.

Group 4 – “Excellent” on last two evaluations or “Excellent” on two of the last three evaluations with “Proficient” or “Satisfactory” on the third.



RIFs no longer determined strictly by Seniority

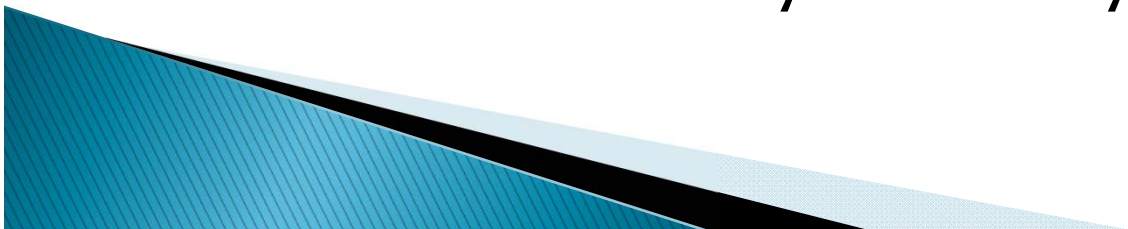
- ▶ Average Performance Ratings=determined by the following numerical values:
 - Excellent-4
 - Proficient or Satisfactory-3
 - Needs Improvement-2
 - Unsatisfactory-1

SENIORITY can only be used to determine layoff sequence in cases of a tie for teachers with the same average performance evaluation in the same grouping if all other elements are equal.

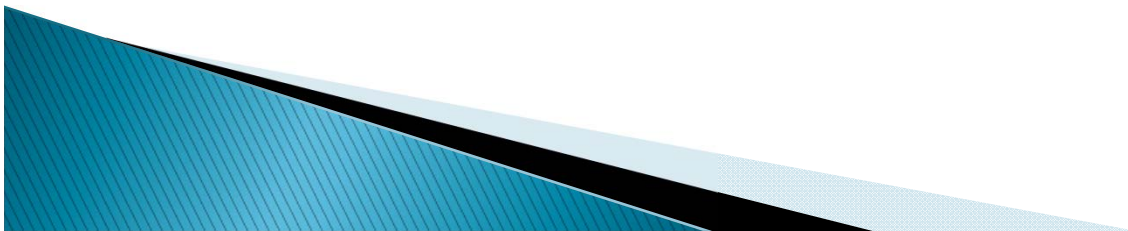


RIFs no longer determined strictly by Seniority

- ▶ Only teachers laid off from Group 3 and Group 4 are entitled to recall
- ▶ No longer will probationary teachers be automatically dismissed before tenured teachers are laid off. (depends on rating category)
- ▶ Joint committee will meet by December 1 and conclude work by February 1 of each year.

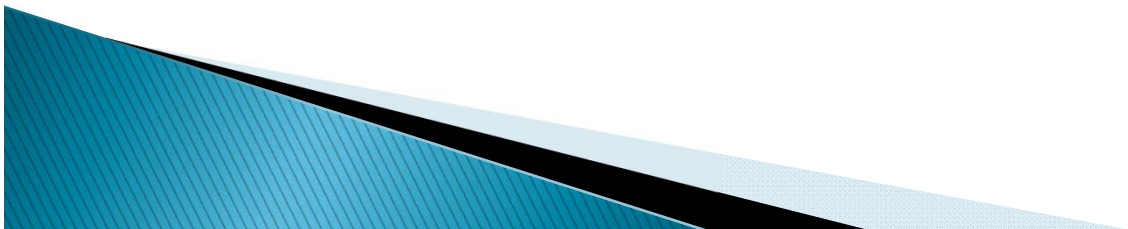


SENATE BILL 7 TIMELINE OF EFFECTIVE DATES



June 13, 2011

- ▶ **Teacher Incompetency & Dismissal**
 - State Supt. authorized to discipline incompetency
 - Incompetency defined 2 “unsatisfactory” evaluations within the last 7 years.
 - Due process for dismissal–new timelines (Sept.1.11)
- ▶ **Negotiations**
 - Final Offers made public
- ▶ **Board Training**
 - New members required to attend training



JUNE 13, 2011 or CBA expiration

▶ Vacancies

- Candidates for open positions based upon qualifications, certification areas, relevant experience and PERFORMANCE EVALUATIONS
- District-wide seniority can only factor as a tie-breaker when all other factors are equal



2012-13

- ▶ ISBE must develop and make available to each school district a survey of the instructional environment.



Upon PERA implementation

▶ Tenure

- Tenure decisions must be based on performance evaluation ratings for teachers first employed on or after PERA implementation.
- Allows probationary teachers to acquire tenure in three or four years depending on performance evaluation.
- Allows teachers with prior contractual service in another district to acquire tenure after two years depending on performance evaluation.

