

DELAWARE | Teacher Evaluation Timeline

DESIGN

Sept. 2007 – June 2008 School Year:

Delaware's Performance Appraisal System-II (DPAS II) is implemented. Based on the work of Charlotte Danielson, DPAS II evaluates teachers on five components: (1) planning and preparation, (2) classroom environment, (3) instruction, (4) professional responsibilities, and (5) student growth.

January 2010: Race to the Top Phase 1 applications submitted.

March 2010: Delaware announced as a Race to the Top Phase 1 winner.

Sept. 2010 – June 2011 School Year:

Delaware hires vendors, selects recipients of the services, and begins training educators in preparation for full implementation of programs to support teachers and principals.

June 2011: Delaware requested an amendment to its Race to the Top plan that would hold the student growth measure harmless for one year, giving the state more time to develop student growth measures for untested grades and subjects before attaching negative consequences to the measures. The amendment also proposed changes to how the state would calculate student growth.

Sept. 2011 – June 2012 School Year: 450 educators work with DDOE experts, facilitators, and other experts to development student growth measure assessments for non-tested grades and subjects. Each educators is released from class time for five days, in order to work on assessment development.

December 2011: Agreement reached between major constituents (e.g. district superintendents, charter directors and union leaders) and Delaware Department of Education on the assessment format for non-tested grades and subjects.

December 2011: DPAS II is revised for the 2011-2012 school year: student growth will not factor into overall teacher rating for any teacher. However, teachers in grades 3 through 10 who teach in either math or ELA will be eligible for recruitment and retention incentives based on student growth measures.



IMPLEMENTATION

- Sept. 2011 – June 2012 School Year:** A new teacher-evaluation system is piloted. Student growth will not have a negative impact on an educator's evaluation score. However, student growth will be used to reward high-performing teachers with bonuses, in subjects with student growth assessments.
- Sept. 2012 – June 2013 School Year:** Both positive and negative consequences will be tied to evaluation scores, which will include student growth.