

FY2021 REPORT TO THE IDAHO STATE BOARD OF EDUCATION

2019 – 2020 EVALUATION REVIEW OF CERTIFICATED EDUCATORS

INTRODUCTION

Pursuant to Idaho Code § 33-1004B(14), a review of a sample of teacher evaluations must be conducted annually. Effective July 1, 2015, the statute specifically requires the following:

- A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation, *including each evaluation component as outlined in administrative rule and the rating given for each component.*
- A portion of such administrators' instructional staff and pupil service staff employee evaluations shall be independently reviewed.

The annual review focuses on gathering evidence from randomly selected public school administrators to determine whether or not evaluations are being conducted in compliance with all requirements specified in IDAPA 08.02.02.120:

- (i) Documented observations;
- (ii) demonstration of growth in student success, and;
- (iii) proof of professional practice through parent or student input, a portfolio of professional work, or an updated Individualized Learning Plan (IPLP).

The FY2020 report on the findings of the 2018-2019 Evaluation Review of Certificated Educators follows.

METHODS

The administrators chosen for review reflect a purposeful random sample. The data collected from these administrators represents, by region, the distribution of school administrators across the state of Idaho; including administrators from virtual schools and charter schools.

Data Sources

The random sample for the 19-20 Evaluation review was provided by the Principal Research Analyst from the Office of the State Board of Education, drawing from evaluation data uploaded into the ISEE system. The random selection initially included 171 administrators who conducted evaluations in the 2019-2020 school year (approximately 20% of all current Idaho administrators) of which 156 were identified as actively serving in an evaluator's role in an Idaho public school. For each administrator chosen, the district was required to upload to a secure server two evaluations (with relevant supporting documents) completed in 2019-2020 for both teachers and pupil service staff. Because 11 administrators either did not submit evaluation materials, or submitted their evaluations after the deadline for review, only 145 administrators were ultimately evaluated.

As always, the sample of administrators chosen for review purposefully represents the distribution of school administrators across the state of Idaho, including administrators from virtual schools and charter schools (See Appendix A).

Review process

A team of 17 experienced educators from across Idaho participated in the review, including current and retired superintendents, district leaders, state department representatives, and faculty from educator preparation programs. The criteria for reviewing the evaluation documents was consistent with all previous reviews, drawn directly from IDAPA 08.02.02.120 and Idaho Code § 33-1004B(14) for both instructional personnel and pupil service personnel, as applicable.

Each reviewer assessed administrator compliance in conducting evaluations in the following areas: completeness in assigning a score for each of the 22 components of the state framework (or, evidence of all 22 components informing domain scores); reported dates of two documented observations; compliance in using at least one other district-selected measure to inform professional practice; and reported measure(s) of student achievement.

Reliability of Reviewers

To ensure accuracy and reliability among raters, all reviewers participating in Phase One were chosen based upon their current knowledge and use of the state's evaluation framework. The team of reviewers was also well-versed on the review process, with each having participated in one or more previous evaluation reviews. Appointing only seasoned reviewers was deemed necessary to assure rater-reliability and fidelity to the process, as the FY21 Desk Review of evaluations was conducted remotely for the first time due to COVID restrictions.

The team participated in a three-hour training session reviewing the criteria, discussing state requirements, and participating in calibration activities. Five sample evaluations were chosen for review. Each reviewer evaluated the samples independently, then in a small group lead by veteran reviewers. The entire team then discussed the samples and compared ratings. Training included clarifying conversations about current requirements, and opportunities throughout the three-day review to recalibrate, both in small group and full group Zoom discussions, as anomalies arose.

Data Analysis

Data presented here regarding compliance in evaluation practice consists of the total number and percentages of compliant elements required for instructional staff evaluations (n=252) and pupil service providers (n=38), as submitted by district administrators. These elements include components of the state framework for evaluation, dates of documented observations, measures of professional practice and student success measures.

FINDINGS

The findings presented here are based upon the criteria for completing evaluations of certificated personnel called out in IDAPA 08.02.02.120 to determine compliance with state mandate. These include:

- Use of the state framework - four domains comprised of 22 components;
- Two documented observations, the first conducted prior to January 1;
- A measure of professional practice such as professional learning plan or student/parent feedback, and;
- District/teacher selected measure of student growth/achievement.

It must be noted that most schools were deeply impacted by COVID complications with 32% of administrators reporting that instruction was moved completely online, and 20% reporting some form of hybrid instruction being put into place by March of 2020. Many administrators reported that the second formal observation was conducted watching online teaching, and in some cases informal “walk-throughs” conducted in early spring were substituted for formal documented observations due to school closures. Additionally, many administrators reported that calculating student growth measures was inaccurate at best due to the COVID disruptions. (See Appendix B for further detail on administrators selected for review.)

Full Compliance – Evaluations meeting all IDAPA requirements

Instructional Staff – 71% Full Compliance (Down from 75% in FY20 Review)

Pupil Service Staff – 63% Full Compliance (Up from 59% in FY20 Review)

Note: Overall compliance for Instructional Staff had been steadily increasing until COVID complications:

- *FY20 Review (75%)*
- *FY19 Review (71%)*
- *FY18 Review (55%)*
- *FY17 Review (51%)*

Compliance Element – Evaluations based upon a minimum of two observations, one prior to January 1

**Instructional Staff – 72% Compliance
Pupil Service Staff – 68% Compliance**

Compliance Element – Evaluations based upon district selected measure of performance

**Instructional Staff – 83% Compliance
Pupil Service Staff – 78% Compliance**

Compliance Element – Evaluations including at least one measure of student growth

**Instructional Staff – 70% Compliance
Pupil Service Staff – 70% Compliance**

Conclusion

Were it not for the COVID complications and school shutdowns, most reviewers believe that overall compliance would have again risen for instructional staff, as the documentation that administrators did have to submit seemed to be more complete than in previous years. For this review cycle, districts showed improvement in addressing evaluation requirements for pupil personnel staff members. Reviewers unanimously agreed that the evaluation submissions were improved dramatically for those districts that are using a purchased platform, whether it is Silverback Teacher Vitae or the Frontline product purchased by the State.

APPENDIX A – DISTRICT SELECTION

LEA	REGION
AVERY ELEMENTARY DISTRICT	1
COEUR D'ALENE CHARTER ACADEMY, INC.	1
COEUR D'ALENE DISTRICT	1
KELLOGG JOINT DISTRICT	1
KOOTENAI DISTRICT	1
KTEC - Kootenai Tech Ed Campus	1
LAKE PEND OREILLE SCHOOL DISTRICT	1
LAKELAND DISTRICT	1
MULLAN DISTRICT	1
NORTH IDAHO STEM CHARTER ACADEMY, INC.	1
PLUMMER-WORLEY JOINT DISTRICT	1
POST FALLS DISTRICT	1
SANDPOINT CHARTER SCHOOL, INC.	1
ST MARIES JOINT DISTRICT	1
WALLACE DISTRICT	1
WEST BONNER COUNTY DISTRICT	1
CULDESAC JOINT DISTRICT	2
GEM PREP: ONLINE LLC	2
HIGHLAND JOINT DISTRICT	2
KAMIAH JOINT DISTRICT	2
LEWISTON INDEPENDENT DISTRICT	2
MOSCOW CHARTER SCHOOL, INC.	2
MOSCOW DISTRICT	2
NEZPERCE JOINT DISTRICT	2
OROFINO JOINT DISTRICT	2
POTLATCH DISTRICT	2
SALMON RIVER JOINT SCHOOL DISTRICT	2
TROY SCHOOL DISTRICT	2
WHITEPINE JOINT SCHOOL DISTRICT	2
ANOTHER CHOICE VIRTUAL CHARTER SCHOOL, INC.	3
ANSER OF IDAHO, INC.	3
BOISE INDEPENDENT DISTRICT	3
CALDWELL DISTRICT	3
CAMBRIDGE JOINT DISTRICT	3
CANYON-OWYHEE SCHOOL SERVICE AGENCY (COSSA)	3
CASCADE DISTRICT	3
ELEVATE ACADEMY INC.	3
EMMETT INDEPENDENT DISTRICT	3
FRUITLAND DISTRICT	3

GARDEN VALLEY DISTRICT	3
HORSESHOE BEND SCHOOL DISTRICT	3
IDAHO ARTS CHARTER SCHOOL, INC.	3
IDAHO DIGITAL LEARNING ACADEMY	3
IDAHO VIRTUAL ACADEMY, INC.	3
IDAHO VIRTUAL EDUCATION PARTNERS, INC.	3
IDAHO VIRTUAL HIGH SCHOOL, INC.	3
INSPIRE ACADEMICS, INC.	3
ISUCCEED VIRTUAL HIGH SCHOOL, INC.	3
JOINT SCHOOL DISTRICT NO. 2	3
KUNA JOINT DISTRICT	3
LEGACY PUBLIC CHARTER SCHOOL, INC.	3
MARSING JOINT DISTRICT	3
MCCALL-DONNELLY JOINT SCHOOL DISTRICT	3
MEADOWS VALLEY DISTRICT	3
MELBA JOINT DISTRICT	3
MERIDIAN TECHNICAL CHARTER HIGH SCHOOL, INC.	3
MIDDLETON DISTRICT	3
MIDVALE DISTRICT	3
MOUNTAIN HOME DISTRICT	3
NAMPA SCHOOL DISTRICT	3
NEW PLYMOUTH DISTRICT	3
PARMA DISTRICT	3
PATHWAYS IN EDUCATION - NAMPA, INC.	3
PAYETTE JOINT DISTRICT	3
PROJECT IMPACT STEM ACADEMY, INC.	3
ROLLING HILLS PUBLIC CHARTER SCHOOL, INC.	3
THE SAGE INTERNATIONAL SCHOOL OF BOISE, INC.	3
THE VILLAGE CHARTER SCHOOL, INC.	3
VALLIVUE SCHOOL DISTRICT	3
VICTORY CHARTER SCHOOL, INC.	3
WEISER DISTRICT	3
WILDER DISTRICT	3
BLAINE COUNTY DISTRICT	4
BUHL JOINT DISTRICT	4
CAMAS COUNTY DISTRICT	4
CASSIA COUNTY JOINT DISTRICT	4
CASTLEFORD DISTRICT	4
GLENNS FERRY JOINT DISTRICT	4
GOODING JOINT DISTRICT	4
HANSEN DISTRICT	4
JEROME JOINT DISTRICT	4

KIMBERLY DISTRICT	4
MINIDOKA COUNTY JOINT DISTRICT	4
MURTAUGH JOINT DISTRICT	4
NORTH VALLEY ACADEMY, INC.	4
SHOSHONE JOINT DISTRICT	4
SYRINGA MOUNTAIN SCHOOL, INC.	4
TWIN FALLS DISTRICT	4
VALLEY DISTRICT	4
WENDELL DISTRICT	4
XAVIER CHARTER SCHOOL, INC.	4
ABERDEEN DISTRICT	5
AMERICAN FALLS JOINT DISTRICT	5
ARBON ELEMENTARY DISTRICT	5
BEAR LAKE COUNTY DISTRICT	5
GRACE JOINT DISTRICT	5
MARSH VALLEY JOINT DISTRICT	5
NORTH GEM DISTRICT	5
ONEIDA COUNTY DISTRICT	5
POCATELLO DISTRICT	5
PRESTON JOINT DISTRICT	5
ROCKLAND DISTRICT	5
SNAKE RIVER DISTRICT	5
SODA SPRINGS JOINT DISTRICT	5
THE ACADEMY, INC.	5
THE POCATELLO COMMUNITY CHARTER SCHOOL, INC.	5
WEST SIDE JOINT DISTRICT	5
BLACKFOOT CHARTER COMMUNITY LEARNING CENTER, INC.	6
BLACKFOOT DISTRICT	6
BONNEVILLE JOINT DISTRICT	6
BUTTE COUNTY JOINT DISTRICT	6
FIRTH DISTRICT	6
IDAHO FALLS DISTRICT	6
IDAHO SCIENCE AND TECHNOLOGY CHARTER SCHOOL, INC.	6
IDAHO STEM ACADEMY, INC.	6
JEFFERSON COUNTY JOINT DISTRICT	6
MACKAY JOINT DISTRICT	6
MADISON DISTRICT	6
MONTICELLO MONTESSORI CHARTER SCHOOL, INC.	6
RIRIE JOINT DISTRICT	6
SALMON DISTRICT	6
SHELLEY JOINT DISTRICT	6
SOUTH LEMHI DISTRICT	6

SWAN VALLEY ELEMENTARY DISTRICT	6
WEST JEFFERSON DISTRICT	6
FERN-WATERS PUBLIC CHARTER SCHOOL, INC.	
PAYETTE RIVER TECHNICAL ACADEMY, INC.	
THE KOOTENAI BRIDGE ACADEMY, INC.	

APPENDIX B – ADMINISTRATOR TRAINING, EXPERIENCE, AND ASSIGNMENT

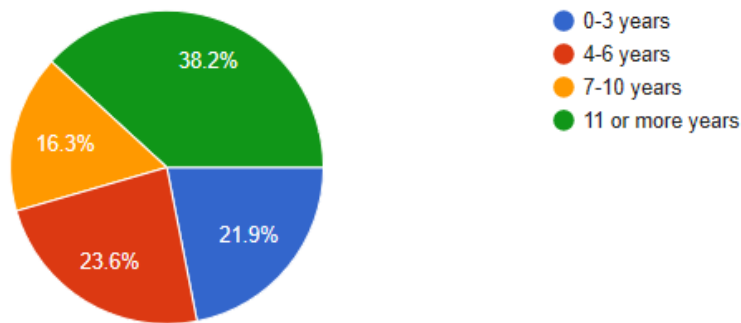
I have completed training in Idaho's evaluation Framework through the following:

178 responses



Years since completion of initial administrator certification:

178 responses



Number of certificated staff for whom I conducted evaluations in 2019-20:

178 responses

