

Recommendation for Educator Evaluation

The current COVID-19 pandemic and the related school closures have made it impossible for most districts to complete the required annual evaluation process. NCDPI has issued guidance that public schools should not attempt online, or virtual, observations in order to complete the evaluation process. There are two reasons for this guidance:

- 1) the evaluation instrument has not been validated for online observation, and
- 2) teachers are currently engaged in training related to online instruction and there is variability in teachers' access to those trainings.

Given that public schools rely on evaluation as a critical data element in making employment decisions, schools need a process by which they can make appropriate recommendations to their local boards of education, or board of directors.

Given these factors, NCDPI recommends that the State Board of Education adopt the following actions in relation to educator evaluation.

- The evaluation process in NCEES, as prescribed in SBE policy, shall be followed for those teachers for whom all required observations have been conducted on or before March 13, 2020. Other required steps (e.g., post-observation conference) may be conducted in a virtual setting without jeopardizing the validity of the evaluation process.
- The evaluation process for teachers who have not received all required observations shall be abandoned and no summative ratings shall be entered into the NCEES system.
- The SBE and NCDPI will use the most recent, valid summative rating for any teacher who did not receive a summative evaluation in the 2019-2020 school year. The most recent, valid summative evaluation will be used for reporting (federal and state), research, licensure renewals or conversions, and any other reporting obligations of the State Board or NCDPI.
- The governing bodies of public-school units may consult with their attorneys and staff to develop a process by which a recommendation for the renewal/non-renewal of employee contracts may occur. The State Board of Education recognizes the local governing body's authority to make contract decisions for its employees and considers that process to be separate from the required evaluation process.
- The State Board of Education encourages public schools to work with their local boards of education and boards of directors in developing local processes related to contract renewals.