

Board Policy

Code No. 405.8E1

TEACHER EVALUATION DEFINITIONS

1. **Teacher** means an individual holding a practitioner's license issued under chapter 272, who is employed in a non-administrative position as a teacher, librarian/media specialist, or counselor.
2. **Tier I, Teacher**, shall mean an individual serving under an initial provisional license, issued by Board of Education Examiners under charter 272 who is assuming a position as a classroom teacher. For purposes of evaluation in the Bettendorf Community School District, a Tier I teacher also includes veteran teachers who are new to the District and are considered probationary (Tier I) for at least the first year in the District.
3. **Comprehensive Evaluation** shall mean a summative evaluation of a Tier I teacher conducted by an evaluator for the purposes of determining a teacher's competency relative to the Iowa Teaching Standards. For Tier I teachers, the *Comprehensive Evaluation* will also be used for recommendation for licensure.
4. **Tier II, Career Teacher**, means an individual who holds a valid practitioner's standard license and who has been employed in the district for more than one year.
5. **Performance Review** shall mean a summative evaluation, at least once every three years, of a teacher other than a Tier I teacher used to determine that the teacher's practice meets school district expectations and the Iowa Teaching Standards.
6. **Summative Evaluation** includes, at minimum, classroom observation of the teacher and a review of the teacher's progress; review of the teacher's individual career development plan; supporting documentation from other teachers, students, parents, and evaluators; and artifacts as evidence of teaching practices.
7. The **District Career Development Plan** which is included in the Comprehensive School Improvement Plan (CSIP) focuses on improving student learning and should engage all teachers in collective professional development. Student needs drive the decision making and student learning forms the basis on which professional development is designed, supported, and evaluated. The Iowa Teacher Quality Program legislation states that the local district is responsible to develop and implement a District Career Development Plan that:
 - aligns with the Iowa Teaching Standards
 - delivers professional development that is targeted at instructional improvement and designed with the following components
 - student achievement data and analysis
 - theory
 - classroom demonstration and practice
 - observation and reflection
 - peer coaching
 - includes an evaluation component that documents the improvement in instructional practice and the effect on student learning
 - integrates the instructional application of technology

- focuses on research-based instructional strategies aligned with the school district's student achievement needs and the long-range and annual improvement goals established by the district.
 - supports the career development needs of individual teachers.
8. **Tier III Career Teacher:** A career teacher is placed on an Intensive Assistance Plan (Tier III) when the evaluator determines that a more structured and intensive mode of supervision is needed for the staff member who is not consistently demonstrating the Iowa Teaching Standards.

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