

2020-2021 COVID-19 DCSD Evaluation Process Update

Below are the COVID-19 specific adjustments to the DCSD Evaluation System for the 2020-2021 school year as approved by the DCSD Board of Education on September 1, 2020. For additional resources and specific information on each of the executive orders and the CDE announcement that impacted these adjustments, please see [THIS](#) link. Contact Deanne Kirby (dmkirby@dcsdk12.org) with any questions.

- **MSL (CITE 6) Pause for 20-21:** In response to the July 30, 2020 announcement from [CDE's Educator Talent](#) division pausing the collection of MSLs (CITE 6/LEAD 6), summative evaluations for licensed employees will be based on 100% Professional Practices (CITE 1-5 and LEAD 1-5) for the 2020-2021 evaluation year.
 - ◆ **Rationale:** This will provide staff additional flexibility to focus on instruction and the well-being of our students given the potential lack of quality summative data for student achievement.

- **Retroactive Probationary Status Changes:** Probationary teachers who experienced a status pause due to the suspension of evaluations in 2019-2020 will be granted status retroactively based on their 2020-2021 summative evaluation.
 - ◆ **Rationale:** Implementing this process will give effective and highly effective probationary teachers status credit for last year's service and move them closer to earning non-probationary status.

19-20 Status	20-21 Status (Paused per Governor's Order)	Retroactive 20-21 Based on 20-21 Summative Evaluation*	21-22 Status Based on 20-21 Summative Evaluation*
Probationary 1	Probationary 1	Probationary 2	Probationary 3
Probationary 2	Probationary 2	Probationary 3	Non-Probationary
Probationary 3	Probationary 3	Non-Probationary	Non-Probationary

*Assumes an Effective or Highly Effective rating

- **Mid-Year Snapshot and Connection Recommendation:** In order to provide mid-year feedback for educator growth well in advance of the 20-21 summative evaluation, evaluators **may consider** sharing a mid-year evaluation snapshot and connecting with all licensed teachers to discuss progress.
 - ◆ **Rationale:** A mid-year evaluation connection provides an opportunity to support educator growth and success well in advance of a summative rating and falls in line with best practice in educator evaluation.

- **Probationary Teacher Summative Evaluation Prioritization:** When possible, evaluators **may consider** prioritizing the completion of summative evaluations for probationary teachers.
 - ◆ **Rationale:** This will provide time to make status changes in Workday and share this much anticipated information with probationary teachers well before the end of the year.