

# General Education Teachers

with Individual Value-Added Student Achievement Data

GROUP  
1



# IMPACT



DISTRICT OF COLUMBIA  
PUBLIC SCHOOLS

The District of Columbia Public Schools Effectiveness  
Assessment System for School-Based Personnel

**2012**  
**2013**



# TABLE OF CONTENTS

<b>2</b>	Letter from the Chancellor
<b>4</b>	Putting Growth First
<b>6</b>	Overview
<b>7</b>	IMPACT Components
<b>56</b>	Supporting Your Success
<b>62</b>	Putting It All Together
<b>66</b>	IMPACT <i>plus</i>
<b>74</b>	Concluding Message

# LETTER FROM THE CHANCELLOR

Dear Educators,

The 2012–2013 school year represents a pivotal juncture for DC Public Schools. Last spring, Mayor Gray and I introduced *A Capital Commitment*, our ambitious plan to dramatically accelerate student achievement in the district over the next five years by providing all of our students with a safe, academically challenging, and inspiring learning experience.

I deeply believe that it will be **you** – the educators working in our schools – who will lead us on the path to realizing the bold goals that we have set out to achieve by 2017.

But five years is a very short amount of time, and these goals will only become reality if we make meaningful changes to the way we've done things in the past.

That is why this year, we are introducing the 2012–2013 version of IMPACT which has been designed to:

## CAPITAL COMMITMENT GOALS



1. At least 70% of our students will be proficient in reading and math, and we will double the number of advanced students.



2. Our 40 lowest-performing schools will increase proficiency rates by 40 percentage points.



3. At least 75% of incoming ninth graders will graduate from high school in four years.



4. 90% of students will say they like their school.



5. We will continue to increase student enrollment.

**Raise the expectations for school leaders, teachers, and staff.** Three years of IMPACT data, along with extensive feedback from school leaders, educators, and senior district staff, tell us that our definition of effectiveness needs to be more rigorous. I have two children in DCPS, as do many of you, and I strongly believe that our mandate is to ensure that we would be proud to put our own children in any one of DCPS's 3,500 classrooms. But we aren't there yet. Beginning this year, educators will need to earn a final IMPACT score of 300 or higher in order to be considered Effective.\* We have introduced a new rating, Developing, for educators who earn final scores between 250 and 299.

**Differentiate to recognize strong performers.** This year's IMPACT system focuses on treating teachers like professionals by recognizing more of the district's high performers – both Effective and Highly Effective teachers. For example, teachers who have consistently earned scores of 300 and above will be eligible for reduced observations and increases to their base salaries. And through the district's new Leadership Initiative For Teachers (LIFT) career ladder, strong teachers will now have more opportunities to grow in leadership, responsibility, and compensation. This differentiation reflects our belief that teachers at different performance and experience levels deserve different types of feedback, support, and recognition.

**Allow teachers to drop low outlier observation scores.** For any number of reasons – a lesson that just didn't go very well, a first attempt at a new teaching strategy, a last minute change to the daily schedule – sometimes teachers have an observation score that is significantly lower than their other scores. This year, if you receive an observation score that is a full point lower than the average of your other scores, the low score will be dropped from your final IMPACT rating. We hope that this change will cause teachers to feel less pressure around their observations and more freedom to try new things.

\*See the *Putting It All Together* section for more information about the revised 2012–2013 IMPACT ratings.

**Reduce the weight of Individual Value-Added Student Achievement Data.** In response to feedback from teachers collected over the past years, we are reducing the weight of the Individual Value-Added Student Achievement Data component for Group 1 teachers from 50% to 35%. While we believe strongly that value-added is the fairest and most accurate method of capturing a teacher's impact on student achievement, we recognize that this measure does not reflect everything your students have learned.

Therefore, Group 1 teachers will now have Teacher-Assessed Student Achievement Data as part of their final rating, allowing these teachers to capture student learning that is not reflected by DC-CAS results and keeping the student achievement portion of their overall IMPACT score at 50%. We have also removed the School Value-Added Student Achievement Data component because we believe that collaboration is adequately captured in Commitment to the School Community.


**Support your development in new ways.** While IMPACT now brings higher expectations, it also brings expanded opportunities for support. This year, teachers will receive an *informal* administrator observation to replace one formal observation; the feedback from the informal observation is purely to support your development, and the score will not count toward your final IMPACT rating. Teachers will continue to participate in the instructional coaching learning cycles that were a great success last year, and teachers in our 40 lowest-performing schools will receive intensive support from a cohort of master educators. We will also introduce a broad array of TLF resources, student survey materials, and sample TAS assessments – all housed online so that teachers, coaches, and administrators can access them easily.

IMPACT is just one district initiative that will see significant changes this school year; you will see *A Capital Commitment* driving everything that we do for the next five years as we work toward goals for our students that are ambitious – but absolutely achievable. I am honored to work alongside you as we pursue these goals with urgency and optimism.

Sincerely,



Kaya Henderson  
Chancellor, District of Columbia Public Schools



**A CAPITAL COMMITMENT**

2017 Strategic Plan

DISTRICT OF COLUMBIA PUBLIC SCHOOLS

The graphic includes five circular icons: a star, a circle with '40/40', a graduation cap, a thumbs up, and a person at a desk.

# PUTTING GROWTH FIRST

## How does IMPACT support my growth?

The primary purpose of IMPACT is to help you become more effective in your work. Our commitment to continuous learning applies not only to our students, but to you as well. IMPACT supports your growth by:

- **Clarifying Expectations** — IMPACT outlines clear performance expectations for all school-based employees. We have worked to ensure that the performance metrics and supporting rubrics are clear and aligned to your specific responsibilities.
- **Providing Feedback** — Quality feedback is a key element of the improvement process. This is why, during each assessment cycle, you will have a conference to discuss your strengths as well as your growth areas. You can also view written comments about your performance by logging into your IMPACT account at <http://impactdcps.dc.gov>.
- **Facilitating Collaboration** — By providing a common language to discuss performance, IMPACT helps support the collaborative process. This is essential, as we know that communication and teamwork create the foundation for student success.
- **Driving Professional Development** — The information provided by IMPACT helps DCPS make strategic decisions about how to use our resources to best support you. We can also use this information to differentiate our support programs by cluster, school, grade, job type, or any other category.
- **Retaining Great People** — Having highly effective teachers and staff members in our schools helps everyone improve. By mentoring and by serving as informal role models, these individuals provide a concrete picture of excellence that motivates and inspires us all. IMPACT helps retain these individuals by providing significant recognition for outstanding performance.

IMPACT reflects our belief that everyone in our system plays a critical role in improving student outcomes. With an outstanding teacher in every classroom and excellent staff members throughout our schools, our students will graduate prepared for success in college, the workforce, and life.

For further information about job-specific resources and professional development designed to help you grow, see the *Supporting Your Success* section at the end of this guidebook.



Michael DeAngelis



Bel Perez Gabilondo



Michael DeAngelis

# GROUP 1: OVERVIEW

## Who is in Group 1?

Group 1 consists of all general education teachers for whom we can generate individual “value-added” student achievement data. Value-added is a measure of the impact you have on your students’ learning over the course of the school year, as evidenced by the DC CAS. To generate value-added data, we need both “before” and “after” DC CAS scores for your students. In other words, we need scores from before they entered your class as well as scores from after they spend time learning with you.

We have this “before” and “after” DC CAS data for English Language Arts (ELA) teachers in grades four through ten and for math teachers in grades four through eight.

## Will more teachers move to Group 1 as DCPS adds standardized tests for more subjects and grades?

Yes. Over the next few years, we will be implementing developmentally appropriate standardized assessments for students in kindergarten, first grade, and second grade. We will also be adding end-of-course exams for secondary English, math, science, and social studies. As these assessments are rolled out, more teachers will be moved into Group 1.

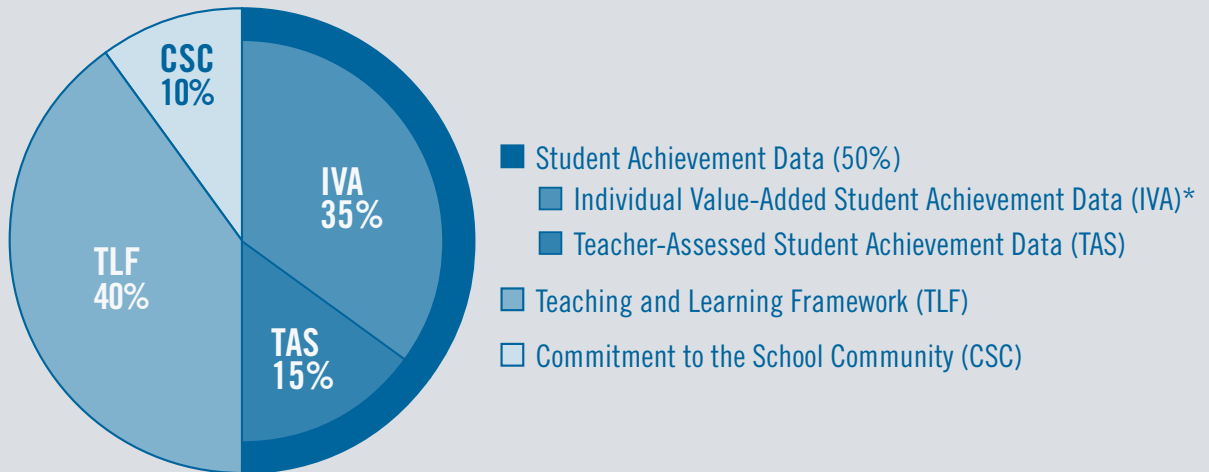
## What are the IMPACT components for members of Group 1?

There are four IMPACT components for members of Group 1. Each is explained in greater detail in the following sections of this guidebook.

- **Student Achievement Data** — For Group 1, DCPS uses two student achievement measures: *Individual Value-Added Student Achievement Data (IVA)* and *Teacher-Assessed Student Achievement Data (TAS)*. Together, these measures make up 50% of your IMPACT score.
  - **IVA** is a measure of the impact you have on your students’ learning over the course of the school year, as evidenced by the DC CAS. This component makes up 35% of your IMPACT score.
  - **TAS** is a measure of your students’ learning over the course of the year, as evidenced by rigorous assessments other than the DC CAS. This component makes up 15% of your IMPACT score.
- **Teaching and Learning Framework (TLF)** — This is a measure of your instructional expertise. This component makes up 40% of your IMPACT score.
- **Commitment to the School Community (CSC)** — This is a measure of the extent to which you support and collaborate with your school community. This component makes up 10% of your IMPACT score.
- **Core Professionalism (CP)** — This is a measure of four basic professional requirements for all school-based personnel. This component is scored differently from the others, which is why it is not represented in the pie chart. For more information, please see the Core Professionalism section of this guidebook.



## IMPACT COMPONENTS FOR GROUP 1



\* In the event that Individual Value-Added Student Achievement Data (IVA) cannot be generated for your class(es), you will be moved to Group 2. You can access the Group 2 guidebook on the DCPS website, and you can obtain a hard copy by contacting the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## What is IVA?

Measuring a teacher's impact on student learning can be challenging. After all, students start the year at different skill levels, and they all face different factors inside and outside the classroom that affect how they learn. At its core, IVA is a way of dealing with these challenges. It helps us estimate the teacher's impact on student learning as opposed to the impact of other factors, such as students' prior skill level, the resources they have at home, any learning disabilities they may have, or their classroom composition. In short, IVA helps us understand what the teacher did, apart from everything else.

## How does it work?

First, we calculate how a teacher's students are likely to perform, on average, on our standardized assessment (the DC CAS) given their previous year's scores and other relevant information. We then compare that likely score with the students' actual average score. Teachers with above-average IVA scores are those whose students' actual performance exceeds their likely performance. This process is explained in further detail on the following pages.

## Who calculates IVA scores?

DCPS has contracted with Mathematica Policy Research, a nationally respected research firm, to conduct research on value-added methods, provide technical assistance to DCPS, and calculate value-added scores for teachers based on specifications determined by the District of Columbia Office of the State Superintendent of Education (OSSE). Mathematica's clients have included the U.S. Department of Education and many other federal, state, and local agencies. In addition, independent value-added experts reviewed the methodology used to evaluate DCPS teachers, including Eric Hanushek of the Hoover Institution at Stanford University, Jonah Rockoff of Columbia Business School, and Tim Sass of Georgia State University.

## Which DCPS teachers have value-added data as part of their annual IMPACT evaluations?

Individual Value-Added (IVA) applies to ELA teachers in grades four through ten, and to math teachers in grades four through eight. IVA is restricted to these grades and subjects because they are the only ones for which we have student DC CAS scores from both the prior and current year, a requirement for value-added.

## How are DC CAS scores used in calculating IVA?

Scores on our state assessment, the DC CAS, are reported on a 100-point scale. For example, fifth graders receive a score from 500 to 599. Similarly, sixth graders receive a score from 600 to 699. It is important to note that the hundreds digit of these scores is for naming purposes only. That is, the "5" in a score of 574 tells us that this is a fifth grade score. There is no other meaning to the hundreds digit. The remaining two digits (in this example, 74) explain the student's performance. Mathematica uses the last two digits of the scale score to calculate IVA.

The proficiency levels on the DC CAS — Advanced, Proficient, Basic, and Below Basic — are created from the scale scores. For example, in 2011, any fifth grade math student who had a scale score from 60 to 74 was considered "Proficient." The proficiency levels are not used for the IVA calculation. Rather, as noted above, Mathematica uses the underlying scale scores. Doing so allows teachers to receive credit for their students' achievement whether or not their students move between proficiency levels from one year to the next.

## Why do we use the DC CAS for IVA?

The DC CAS is the only assessment used in DCPS that is: 1) aligned to the DC content standards; 2) administered securely; and 3) standardized, meaning it is the same for all students in a given grade level. Though these tests do not capture everything taught in DCPS schools, they are reliable and valid measures of students' mastery of essential reading and math skills.

## Is IVA the same as Adequate Yearly Progress (AYP)?

No. AYP only measures the percentage of students who score Proficient or Advanced on the DC CAS at the end of the year. It doesn't take into account where students start the year. It also doesn't take into account external factors that may affect student learning. IVA, on the other hand, does.

## Do school systems in other states use value-added measures?

Yes. Many school systems — including those in Chicago, Milwaukee, Minneapolis, New York City, and Pittsburgh — either already use value-added measures or are developing them.

## How is IVA calculated in DCPS?

The following five-step description provides an overview of how IVA scores are calculated.

### Step 1: Teachers confirm their student rosters.

Each year, teachers who may be eligible to receive value-added scores participate in a process called Roster Confirmation, through which they indicate which subject(s) they taught, which students they taught within each subject, and how much time they spent with each student.

The Roster Confirmation process allows teachers to note special circumstances that might not be apparent if we simply used the class rosters in our student information systems to determine which students to include in a teacher's IVA calculation. For example, it allows a teacher to note if a student transferred into or out of her or his class midway through the year. It also allows a teacher to note if a particular student is pulled out of class on a regular basis for special education services or other reasons. With this information, we are able to give teachers credit for the achievement of their students in proportion to the amount of time they spent instructing those students.

### Step 2: Based on specifications determined by OSSE, statisticians at Mathematica calculate the average likely DC CAS score for each teacher's students.

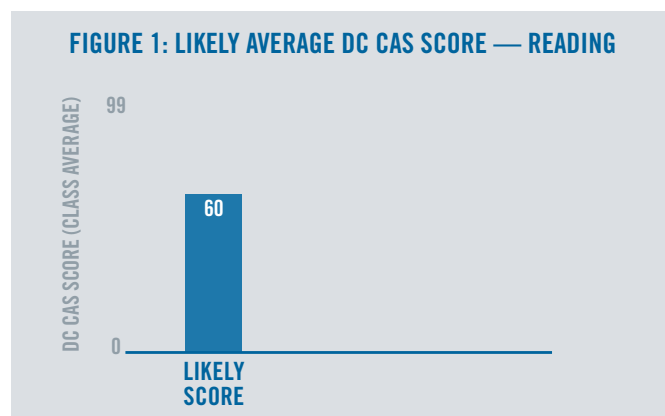
At the end of the year, after the DC CAS tests have been scored, statisticians at Mathematica calculate the teacher's average *likely* DC CAS score by analyzing the performance of students across DC. For example, if a student received a score of 20 on last year's DC CAS, this student is likely to perform about as well as other students in the same grade who received a 20 last year. When determining a likely score for each student, Mathematica accounts for the student's:

- DC CAS score from the previous year in reading and math;
- Eligibility for free lunch;
- Eligibility for reduced-price lunch;
- Special education status;
- Limited English proficiency status;
- Whether the student transferred across schools midyear; and
- Attendance from the previous year.

Mathematica also measures how a student's classmates may influence her or his achievement by accounting for the following class characteristics:

- Class's average test score from the previous year;
- Percentage of the class eligible to receive free or reduced-price lunch; and
- Extent of the variation in the students' scores from the previous year.

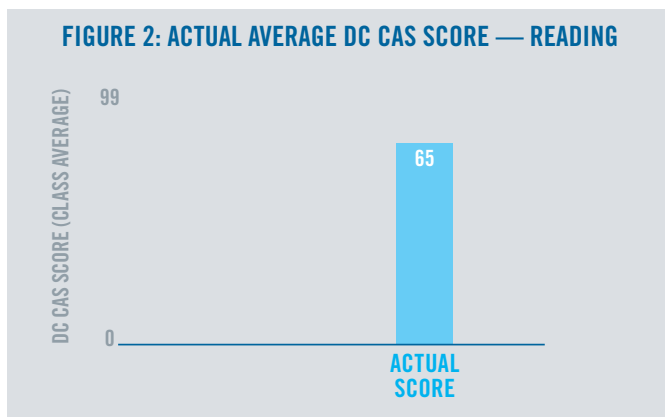
Figure 1 shows the average *likely* score for the students of a hypothetical reading teacher.



### Step 3: Statisticians calculate the average actual DC CAS score for each teacher’s students.

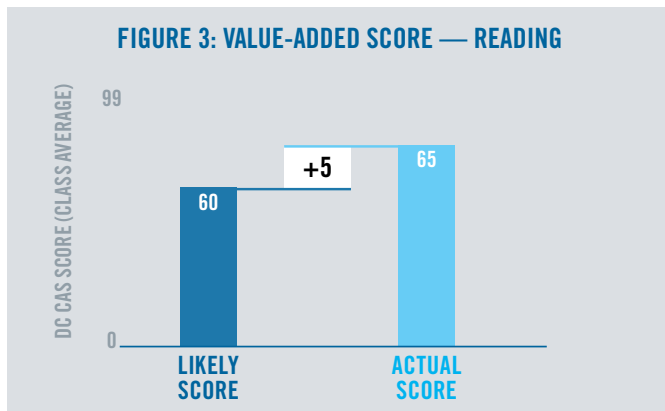
This step is accomplished by averaging the actual scores of all of the students in a teacher’s class at the end of the year, with each student weighted according to the amount of instructional time spent in the teacher’s class. For example, a student who spent half the year with a teacher would have her or his test score weighted at half that of a full-time student.

In Figure 2 below, the *actual* class average for our hypothetical teacher is 65.



### Step 4: The average likely score is then subtracted from the average actual score.

The difference between how students actually perform and how they were likely to perform is the teacher’s “value-added.” Figure 3 shows this comparison for our hypothetical teacher. The students in this class have an average *actual* score of 65, which exceeds the average *likely* score of 60 by 5 points. Thus, this teacher has an IVA score of +5 ( $65 - 60 = +5$ ). *In other words, having this particular teacher, as opposed to the average DC teacher, translates into five more DC CAS scale score points for the students in this class.*



### Step 5: Based on specifications determined by DCPS, statisticians convert the raw IVA score into an IMPACT score.

The raw IVA score (+5 in the example to the left) is then converted into an IMPACT score on the 1 to 4 scale we use for all the other IMPACT components. If the teacher is responsible for both reading and math instruction, the two IVA scores are averaged together.

### Can a teacher do these calculations on her or his own?

Unfortunately, no. Calculating a likely score involves a complex statistical process known as regression analysis. In addition, developing these scores requires one to have data about how *all* students performed on the DC CAS. Similarly, calculating an actual score involves additional information, such as how much time each student spent in a particular class. Including all of these data points helps us more accurately describe a teacher’s impact on student achievement.

### Can a teacher receive a high IVA score if her or his students start the year at a very low skill level?

Yes. IVA takes into account the starting skill level of the students in a teacher’s class(es). As Figures 4 and 5 demonstrate, two teachers can have the same IVA score even if their students start the year at different levels. The average likely DC CAS score of the students of the teacher represented by Figure 4 is 45, while the average likely score of the students of the teacher in Figure 5 is 60. Both teachers, however, would receive the same IVA score (+5).

FIGURE 4: VALUE-ADDED SCORE — READING

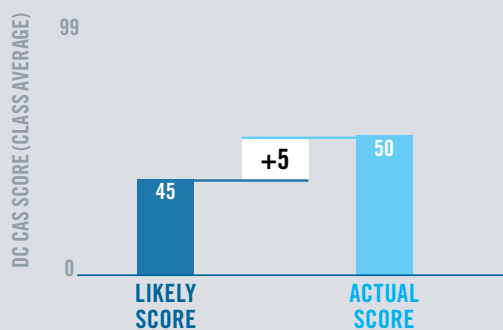
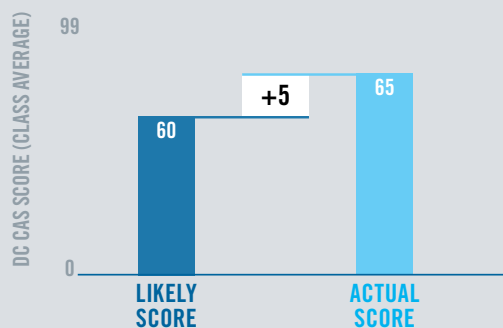


FIGURE 5: VALUE-ADDED SCORE — READING



**Can a teacher receive a high IVA score if many of her or his students have IEPs or are classified as Limited English Proficient?**

Yes. Statisticians account for these factors (and the others described above) when calculating the *likely* DC CAS score for a teacher’s students. What matters is the extent to which the students exceed their likely score.

**Can a teacher receive a high IVA score if several students transferred into or out of her or his class in the middle of the year?**

Yes. As noted above, the Roster Confirmation process allows each teacher to note when students transfer into or out of her or his class. Each student contributes proportionally according to the amount of instructional time spent in a teacher’s class.

**Can a teacher receive a high IVA score if several students are pulled out for special education or other services during some part of the time they’re assigned to that teacher?**

Yes. The Roster Confirmation process allows a teacher to note if a student is pulled out of class on a regular basis for special education services or for other reasons. These cases are taken into account when determining the proportion of time each student spent with a teacher and, thus, the weight of each student’s score.

**Does a teacher need to have a minimum number of students to receive an IVA score?**

Yes. The District of Columbia Office of the State Superintendent of Education (OSSE) requires that teachers have at least 15 students with DC CAS scores from the previous year and the current year in order to receive an IVA score. Having this minimum helps to discount the effect of unexpected occurrences during the testing period. For example, a student might have a disruption at home the night before the test that affects her or his test score and thereby distorts her or his teacher’s IVA score. The effect of such an incident on a teacher’s IVA score is likely to be greatest for teachers with few students, so no teacher receives an IVA score who has fewer than 15 students.

**If I have additional questions about IVA, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

### What is the Teaching and Learning Framework?

The Teaching and Learning Framework is the school system’s definition of effective instruction. It outlines the key strategies that we believe lead to increased student achievement. As the graphic to the right illustrates, the framework has three “domains,” or sections: Plan, Teach, and Increase Effectiveness.

### Why do we need a Teaching and Learning Framework?

The framework is essential to the work of increasing student achievement in two fundamental ways. First, it provides a common language for effective instruction, which enables us to align all of our professional development. Second, it provides clear expectations for teachers, thereby creating the foundation for a comprehensive assessment system like IMPACT.

### Who initially developed the Teaching and Learning Framework?

Teachers, administrators, instructional staff from the DCPS central office, and many others participated in the development of the framework during the 2008–2009 school year. As part of that process, we consulted numerous sources, including:

- California’s *Standards for the Teaching Profession*
- Carol Dweck’s *Mindset*
- Charlotte Danielson’s *Framework for Teachers*
- Colorado’s *Performance Based Standards*
- Connecticut’s *Common Core of Teaching*
- Doug Reeves’ *Unwrapping the Standards*
- Grant Wiggins & Jay McTighe’s *Understanding by Design*

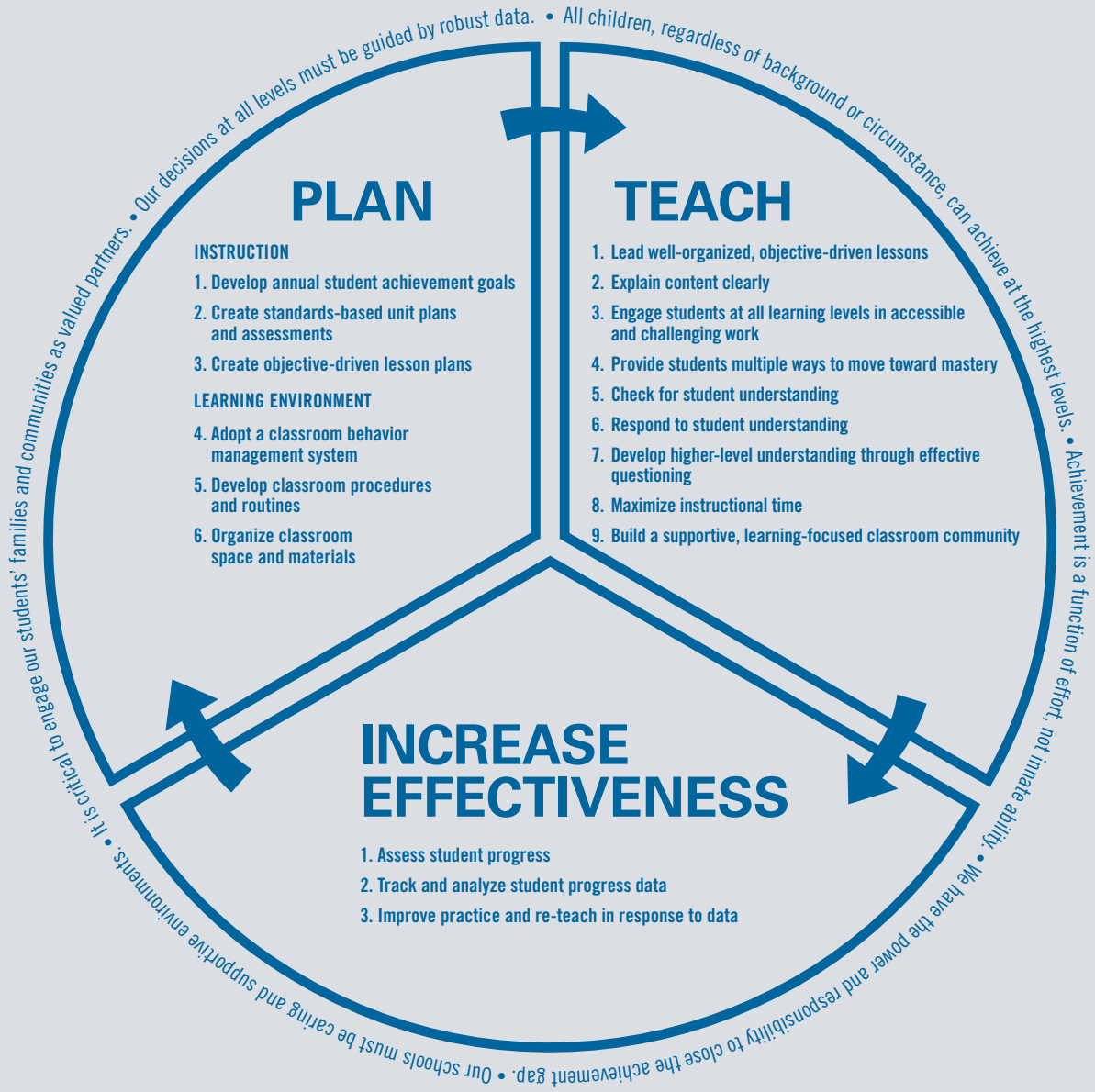
- Insight Education Group’s *Strategic Design for Student Achievement*
- Martin Haberman’s *Star Teacher*
- Massachusetts’ *Principles for Effective Teaching*
- Mike Schmoker’s *Results Now*
- National Board’s *Professional Teaching Standards*
- New Teacher Center’s *Developmental Continuum*
- New York State’s *Teacher Certification Framework*
- North Star Academy’s *Teacher Evaluation Rubric*
- Research for Better Teaching’s *Skillful Teacher*
- Robert Marzano’s *Classroom Instruction that Works*
- Robert Pianta’s *Classroom Assessment Scoring System*
- Teach for America’s *Teaching as Leadership*
- Texas’ *TxBess Framework*

### What was the process for developing revisions to the Teaching and Learning Framework over the past school year?

Our revision process involved gathering feedback from a wide array of teachers, administrators, instructional coaches, and master educators.\* Throughout the process, they provided input, reviewed drafts, and helped us further refine the text. During an extensive field test, the revisions were used to assess nearly 100 lessons in DCPS classrooms across all grade levels and content areas, and educators provided feedback that informed additional improvements to the text. We are deeply grateful to all of the educators who committed their time and energy to this process.

\* The master educator program is explained later in this section.

# TEACHING AND LEARNING FRAMEWORK



## How has the Teaching and Learning Framework changed?

We recognize that stability and consistent expectations are important, so this year's framework includes the same nine teaching standards and much of the same content.

At the same time, we are committed to continually improving the tool to make it clearer, fairer, and more reflective of best practice. To that end, we have made a number of minor revisions described below.

- **The revised framework includes clearer descriptions of Level 4 practice.** In order to provide a more consistent description of what Highly Effective practice looks like, Level 4 is now structured in the same way as the other levels. In the previous version of the rubric, a teacher needed to demonstrate “nearly all of the evidence listed under Level 3,” plus some Level 4 evidence in order to earn an overall score of Level 4 for a particular Teach standard. Now, Level 4 descriptions are comprehensive; we use the same guidance that is used for the other three levels: “The following best describes.” This means that, as with the other levels, the Level 4 indicators must best describe your practice in order for you to receive a Highly Effective score for a given Teach standard. This change will help to improve the consistency of scores that administrators and master educators give.
- **The revised framework eliminates some elements that teachers found frustrating.** Over the course of the past two school years, some parts of the rubric emerged as points of frustration among teachers. In some cases, we simply removed this language. For example, we deleted “explanations provoke student interest and excitement” from Teach 2. In other cases, we revised the language. For example, we removed “specific, measurable, and aligned to standards” from Teach 1 to simplify the definition and more clearly emphasize the most important aspects of an effective objective — it is clear to students and conveys what students are learning and will be able to do as a result of the lesson. These revisions will help observers to be even more consistent in assessing teacher practice.
- **The revised framework is more streamlined.** Many teachers and principals told us that the framework assessed certain skills in multiple places, such as a teacher's effectiveness in making adjustments to instruction during the lesson. In the revised framework, we have reduced these instances of

overlap. For example, the teacher's ability to adjust, previously measured in Teach 2, Teach 5, and Teach 6, is now measured only in Teach 6. Some instances of overlap remain in order to emphasize the elements of instruction that research shows are most important to student achievement. For example, a teacher might receive credit under Teach 3 and Teach 7 for posing a complex task that challenges students at different levels and develops students' higher-level understanding.

- **The revised framework has the same nine Teach standards, but the names of three standards have been changed slightly.** Small revisions have been made to the names of Teach 3, Teach 4, and Teach 6 in order to more accurately reflect what each standard assesses. For example, Teach 4 is now called Provide Multiple Ways to Move Students Toward Mastery in order to more clearly reflect this standard's focus on student understanding.

## How will the Teach standards be assessed in the revised framework?

Just as with the previous version of the framework, this revised framework provides for a holistic approach to assessment. For each standard, it asks observers to assess which level (4, 3, 2, or 1) provides the best *overall* description of the teacher's practice. To determine a rating for a particular Teach standard, an observer will consider each row of the standard and determine whether the Level 4, 3, 2 or 1 indicator (or bullet point) best describes the teacher's practice.

When there is no clear level that best describes the lesson (e.g., when the indicators that best describe the teacher's practice are spread across Levels 1 through 4 of the rubric), the observer will consider the depth, duration, and frequency of teacher practice associated with each indicator in order to arrive at a final score.

## How can I learn more about the revisions to the Teaching and Learning Framework?

An online module that provides a more in-depth explanation and rationale for the revisions, as well as concrete strategies for applying effective practices in your classroom, is available on the Educator Portal.

## How will my proficiency in the Teaching and Learning Framework be assessed?

Your proficiency will be assessed through formal classroom



observations according to the rubric at the conclusion of this section. Formal observations will be conducted by administrators (principals or assistant principals) and by impartial, third party observers called master educators.

### Will I be assessed on the entire Teaching and Learning Framework this year?

No. We are only assessing teachers on the Teach domain during the 2012–2013 school year.

### What is a master educator?

A master educator is an expert practitioner in a particular content area who will serve as an impartial observer of your practice. The master educators are not school-based. Instead, they travel from school to school to conduct their observations. Though we make a concerted effort to ensure that the master educators who observe you have expertise in your particular subject area, a perfect pairing cannot always be achieved.

### Where did the idea for the master educators come from?

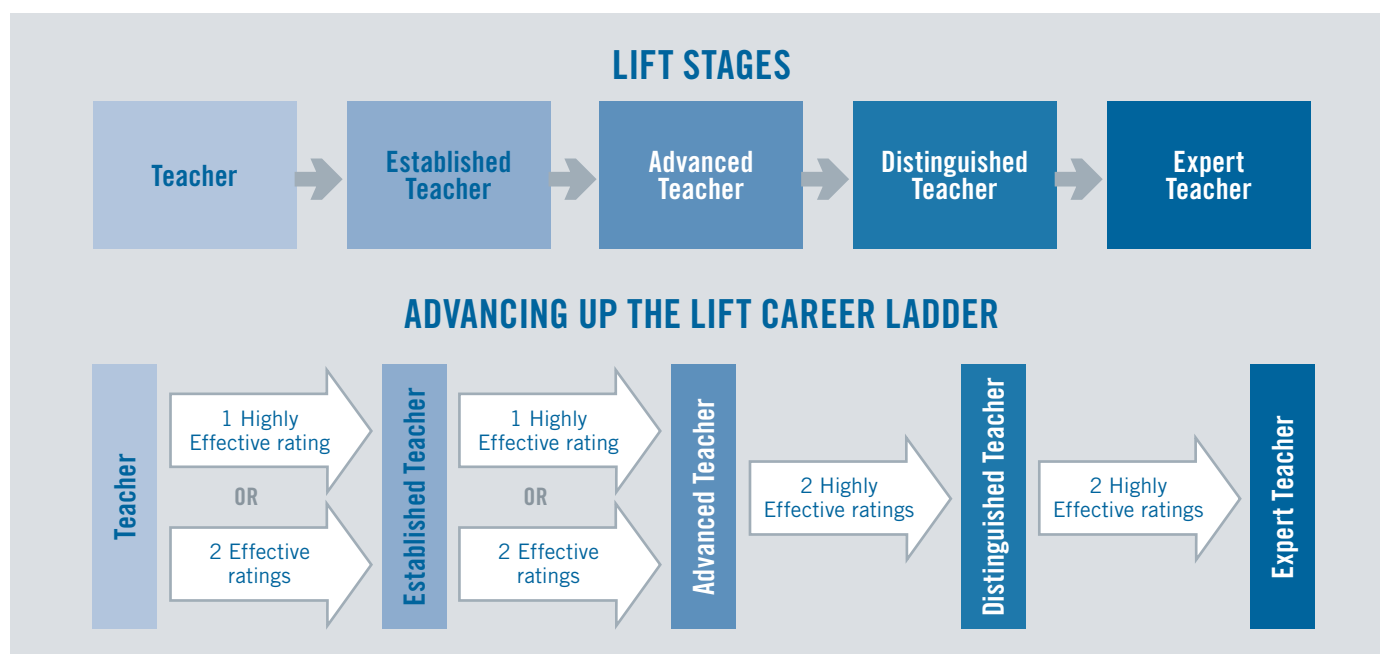
The master educator role was born out of the focus groups we held with DCPS teachers during the 2008–2009 school year

when we first designed IMPACT. In over 50 focus groups, DCPS teachers consistently said they wanted an objective, expert teacher, who was familiar with their content area, to be a part of the assessment process.

### How many formal observations will I have?

The number of formal observations you receive will depend on your stage in the Leadership Initiative For Teachers (LIFT)\* career ladder, as indicated in the table below. This differentiation reflects our belief that teachers at different performance and experience levels deserve different types of feedback, support, and recognition. The following pages provide a more detailed description of how teachers at each stage will be observed.

LIFT STAGE	# OF FORMAL OBSERVATIONS	# OF REQUIRED INFORMAL† OBSERVATIONS	TOTAL # OF OBSERVATIONS
Teacher	4	1	5
Established Teacher	4	1	5
Advanced Teacher	3–4	1	4–5
Distinguished Teacher	2–4	Not required	2–4
Expert Teacher	1–3	Not required	1–3



Please note that beginning in the 2012–2013 school year, an Effective IMPACT rating will be defined as a score between 300 and 349.

\* The Leadership Initiative For Teachers (LIFT) is explained in full in a separate guidebook that is posted on the DCPS website.

† Informal observations are explained later in this section.

## TEACHER STAGE

### How many observations will teachers at the Teacher stage receive?

Teachers at the Teacher stage will receive **five observations**. Four will be **formal** observations: two by an administrator and two by a master educator. During Cycle 1, these teachers will also receive one **informal** administrator observation.

#### TEACHER OBSERVATION CYCLES

SEPT 17	DEC 20	MAR 1	JUNE 10
ADMIN INFORMAL (FULL)	ADMIN FORMAL		ADMIN FORMAL
ME FORMAL		ME FORMAL	
FEB 15			

*During Cycle 1, teachers who are in their first year in DCPS will receive an informal administrator observation before they receive any formal observations. An informal administrator observation will take place by December 20, and a formal master educator observation will take place between January 7 and February 15.*

## ESTABLISHED TEACHER STAGE

### How many observations will teachers at the Established Teacher stage receive?

Teachers at the Established Teacher stage will receive **five observations**. Four will be **formal** observations: two by an administrator and two by a master educator. During Cycle 2, these teachers will also receive one **informal** administrator observation.

#### TEACHER OBSERVATION CYCLES

SEPT 17	DEC 20	MAR 1	JUNE 10
ADMIN FORMAL	ADMIN INFORMAL (BRIEF)	ADMIN FORMAL	
ME FORMAL		ME FORMAL	
FEB 15			

*Established Teachers in their first year in DCPS will be observed according to the schedule for the Teacher stage so that they have the opportunity to receive an informal observation before any formal observations.*

## ADVANCED TEACHER STAGE

### How many observations will teachers at the Advanced Teacher stage receive?

Teachers at the Advanced Teacher stage will receive **at least three formal observations**. Two of these observations will take place by **December 20**: one by an administrator and one by a master educator. If the average score from these two observations is 3.0 or higher (on the 1.0 to 4.0 scale), the teacher will have the opportunity to waive her or his second master educator observation. All teachers at this stage will also receive an **informal** administrator observation in Cycle 2 and a **formal** administrator observation in Cycle 3.

#### TEACHER OBSERVATION CYCLES

SEPT 17	DEC 20	MAR 1	JUNE 10
ADMIN FORMAL	ADMIN INFORMAL (BRIEF)		ADMIN FORMAL
ME FORMAL	ME FORMAL (ELIGIBLE TEACHERS MAY WAIVE)		

## DISTINGUISHED TEACHER STAGE

### How many observations will teachers at the Distinguished Teacher stage receive?

Teachers at the Distinguished Teacher stage will receive **at least two formal observations**. Two of these observations will take place by **December 20**: one by an administrator and one by a master educator. If the average score from these two observations is 3.0 or higher (on the 1.0 to 4.0 scale), the teacher will have the opportunity to waive her or his second administrator observation and second master educator observation. (Eligible Distinguished teachers may choose to waive both their administrator and master educator observations, or just their master educator observation.)

#### TEACHER OBSERVATION CYCLES

SEPT 17	DEC 20	JUNE 10
ADMIN FORMAL	ADMIN FORMAL (ELIGIBLE TEACHERS MAY WAIVE)	
ME FORMAL	ME FORMAL (ELIGIBLE TEACHERS MAY WAIVE)	

## EXPERT TEACHER STAGE

### How many observations will teachers at the Expert Teacher stage receive?

Teachers at the Expert Teacher stage will receive **at least one formal observation**. This observation will take place by **December 20** and will be conducted by an administrator. If the score on this observation is 3.0 or higher (on the 1.0 to 4.0 scale), the teacher will have the opportunity to waive her or his two remaining observations: one by an administrator and one by a master educator. (Eligible Expert teachers may choose to waive both their administrator and master educator observations, or just their master educator observation.)

#### TEACHER OBSERVATION CYCLES

SEPT 17	DEC 20	JUNE 10
ADMIN FORMAL	ADMIN FORMAL (ELIGIBLE TEACHERS MAY WAIVE)	
	ME FORMAL (ELIGIBLE TEACHERS MAY WAIVE)	

### When will my formal observations occur?

Observation schedules are differentiated based on each teacher's LIFT stage. Please see the previous pages to learn more about the observation schedule aligned with your stage.

### Will the formal observations be announced or unannounced?

This year, we have replaced the announced administrator observation with an *informal* observation. Therefore, all formal observations will be unannounced.

### How long will the formal observations last?

Each formal observation will last at least 30 minutes.

### Can I provide my master educator with additional information about my class?

Yes. There may be contextual information that you wish to share with your master educator. For example, you may provide clarification on the curricular model you are using or share other information about your class, students, or lesson that would allow your master educator to provide you with more helpful comments and suggestions.

To provide this additional information, visit <http://impactdcp.dc.gov>. You may do so following each master educator observation. If you would like your master educator to read and consider this information before writing your observation report, please submit your comments during the 24 hours following your observation. Otherwise, your master educator will discuss this information with you during your post-observation conference.

### Will there be a conference after the formal observations?

Yes. Within 15 calendar days following the observation, the observer (administrator or master educator) will meet with you to share her/his ratings, provide feedback, and discuss next steps for professional growth.

### Will I receive written feedback based on my formal observations?

Yes. You will receive written comments through a web-based portal. You can log into your account by visiting <http://impactdcp.dc.gov>.

### How will my formal observations be scored?

For each formal observation, you will receive a 4 (highest) to 1 (lowest) rating for each standard of the Teach domain of the Teaching and Learning Framework. Your standard scores will then be averaged together to form an overall score of 4.0 (highest) to 1.0 (lowest) for the observation. At the end of the year, your observation scores will be averaged together to calculate an overall score of 4.0 (highest) to 1.0 (lowest) for this component of your IMPACT assessment. See the sample score chart at the end of this section.

### Are there any cases in which an observation score may be dropped?

Yes. We know that for any number of reasons — a lesson that just didn't go very well, a first attempt at a new teaching strategy, a last minute change to the daily schedule — sometimes teachers have an observation score that is significantly lower than their other scores. This year, if you receive an observation score that is one full point lower than the average of your other scores, the low score will be dropped when calculating your final TLF score at the end of the year.

For example, imagine that you receive the following observation scores: 2.1, 3.4, 3.5, and 3.6. Since the lowest score (2.1) is more than one point lower than the average of the other three scores (3.5), the 2.1 score will be dropped. In this case, your overall TLF score will be 3.5.

OBSERVER	SCORE
Master Educator	2.1
Administrator	3.4
Administrator	3.5
Master Educator	3.6

*This 2.1 score is dropped because it is at least one full point lower than the average of the other observation scores.*

*The average of these scores equals 3.5.*

### If I qualify for reduced observations based on my LIFT stage, can I still drop a low score?

Yes. If your lowest score is at least one full point lower than the average of your other observation scores, your low score will be dropped when calculating your final IMPACT score.

If you only have two observation scores and one score is at least one full point lower than the other, the low score will be dropped.

### What is an informal observation?

Administrators conduct informal observations in order to provide you with helpful feedback to improve your practice. Unlike formal observations, the score from an informal observation will not count toward your final IMPACT rating.

For those in the Teacher stage of LIFT, informal observations will take place during Cycle 1. These informal observations will last at least 30 minutes, and will be followed by a post-observation conference and a full written report that includes comments and scores for each Teach standard.

For those in the Established and Advanced Teacher stages of LIFT, informal observations will take place during Cycle 2. These informal observations will last at least 15 minutes, but post-observation conferences will not be required. The written feedback for these Cycle 2 informal observations will also follow an abbreviated format; you will receive concise comments regarding strengths and areas for growth, but you will not necessarily receive scores and comments for each Teach standard.

### May I request additional informal observations?

Administrators are encouraged to conduct additional informal observations to help provide you with ongoing support and guidance. You should also feel free to invite an instructional coach or your colleagues to conduct informal observations in an effort to help you improve your practice.

SAMPLE SCORE CHART: ESTABLISHED TEACHER  
TEACHING AND LEARNING FRAMEWORK (TLF)

TEACHING AND LEARNING FRAMEWORK (TLF)	ADMIN CYCLE ENDS 12/20	ADMIN CYCLE ENDS 6/10	ME CYCLE ENDS 2/15	ME CYCLE ENDS 6/10	OVERALL (Average of Cycles)
<b>TLF SCORE</b> (Average of Teach 1 to Teach 9)	3.7	3.8	3.7	3.8	3.8
<b>Teach 1:</b> Lead Well-Organized Objective-Driven Lessons	3.0	4.0	4.0	4.0	
<b>Teach 2:</b> Explain Content Clearly	4.0	3.0	4.0	4.0	
<b>Teach 3:</b> Engage Students at all Learning Levels	4.0	4.0	4.0	4.0	
<b>Teach 4:</b> Provide Students Multiple Ways to Move Toward Mastery	3.0	4.0	3.0	4.0	
<b>Teach 5:</b> Check for Student Understanding	4.0	4.0	4.0	3.0	
<b>Teach 6:</b> Respond to Student Understanding	4.0	3.0	4.0	4.0	
<b>Teach 7:</b> Develop Higher-Level Understanding	4.0	4.0	4.0	4.0	
<b>Teach 8:</b> Maximize Instructional Time	3.0	4.0	3.0	4.0	
<b>Teach 9:</b> Build a Supportive, Learning-Focused Classroom	4.0	4.0	3.0	3.0	

### If I have additional questions about the Teaching and Learning Framework, whom should I contact?

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## LEVEL 4 (HIGHEST)

## LEVEL 3

### DEVELOP ANNUAL STUDENT ACHIEVEMENT GOALS

#### PLAN 1A

Teacher develops an **ambitious and measurable** annual student achievement goal for her/his class that is **aligned** to the DCPS content standards.

Teacher develops a **measurable** annual student achievement goal for her/his class that is **aligned** to the DCPS content standards.

#### PLAN 1B

**All or nearly all** students can communicate (in a developmentally appropriate manner) the goal and how it will be assessed.

**Most** students can communicate (in a developmentally appropriate manner) the goal and how it will be assessed.

### CREATE STANDARDS-BASED UNIT PLANS AND ASSESSMENTS

#### PLAN 2A

Based on the annual student achievement goal, the teacher plans units by: 1) **identifying** the DCPS content standards that her/his students will master in each unit; 2) **articulating** well-designed essential questions for each unit; 3) **creating** well-designed assessments before each unit begins (“beginning with the end in mind”); and 4) **allocating** an instructionally appropriate amount of time for each unit.

Based on the annual student achievement goal, the teacher plans units by: 1) **identifying** the DCPS content standards that her/his students will master in each unit; 2) **articulating** well-designed essential questions for each unit; and 3) **creating** well-designed assessments before each unit begins (“beginning with the end in mind”).

#### PLAN 2B

For any given unit, **all or nearly all** students can communicate (in a developmentally appropriate manner) the essential question(s) of the unit.

For any given unit, **most** students can communicate (in a developmentally appropriate manner) the essential question(s) of the unit.

### CREATE OBJECTIVE-DRIVEN LESSON PLANS

#### PLAN 3

Based on the unit plan, the teacher plans daily lessons by: 1) **identifying** lesson objectives that are aligned to the DCPS content standards and connected to prior learning; 2) **matching** instructional strategies to the lesson objectives; and 3) **designing** daily assessments that measure progress towards mastery.

Based on the unit plan, the teacher plans daily lessons by: 1) **identifying** lesson objectives that are aligned to the DCPS content standards and connected to prior learning; and 2) **matching** instructional strategies to the lesson objectives.

## LEVEL 2

## LEVEL 1 (LOWEST)

Teacher develops a **measurable** annual student achievement goal for her/his class.

Teacher develops a **general** annual student achievement goal for her/his class **OR does not develop** a goal at all.

**Half** of the students can communicate (in a developmentally appropriate manner) the goal and how it will be assessed.

**Less than half** of the students can communicate (in a developmentally appropriate manner) the goal and how it will be assessed.

Based on the annual student achievement goal, the teacher plans units by: 1) **identifying** the DCPS content standards that her/his students will master in each unit; and 2) **articulating** well-designed essential questions for each unit.

Teacher **does not plan units by identifying** the DCPS content standards that her/his students will master in each unit **OR does not articulate** well-designed essential questions for each unit.

For any given unit, **half** of the students can communicate (in a developmentally appropriate manner) the essential question(s) of the unit.

For any given unit, **less than half** of the students can communicate (in a developmentally appropriate manner) the essential question(s) of the unit.

Based on the long-term plan, the teacher plans daily lessons by **identifying** lesson objectives that are aligned to the DCPS content standards.

Teacher has **little or no evidence** of daily lesson planning based on the DCPS content standards.

**LEVEL 4 (HIGHEST)**

**LEVEL 3**

**TEACH 1**

**LEAD WELL-ORGANIZED, OBJECTIVE-DRIVEN LESSONS**

**Highly Effective**

*The following best describes what is observed:*

The lesson is well-organized: All parts of the lesson are connected to each other and aligned to the objective, and each part significantly moves students toward mastery of the objective.\*

The objective of the lesson is clear to students and conveys what students are learning and what they will be able to do as a result of the lesson.

Students also can authentically explain what they are learning and doing, beyond simply repeating the stated or posted objective.

Students understand the importance of the objective.

Students also can authentically explain why what they are learning and doing is important, beyond simply repeating the teacher’s explanation.

**Effective**

*The following best describes what is observed:*

The lesson is well-organized: All parts of the lesson are connected to each other and aligned to the objective, and each part significantly moves students toward mastery of the objective.\*

The objective of the lesson is clear to students and conveys what students are learning and what they will be able to do as a result of the lesson. For example, students might demonstrate through their comments, actions, or work products that they understand what they are learning and what they will be able to do as a result of the lesson.

Students understand the importance of the objective. For example, the teacher might effectively explain how the objective fits into the broader unit or course goals or how the objective connects to the unit’s essential questions or structure; or students might demonstrate through their comments, actions, or work products that they understand the importance of what they are learning and doing.

\* For some parts of a lesson (e.g., a skill-building warm-up), it may be appropriate for a teacher to have a goal that does not align with the objective for the rest of the lesson. In these cases, observers should assess the extent to which the warm-up moves students toward mastery of the warm-up goal, in addition to considering the extent to which the other parts of the lesson connect to each other and move students toward mastery of the lesson objective.

**Notes:**

1. This standard assesses two equally important aspects of a lesson: It is well-organized and objective-driven. Because only one row assesses the extent to which the lesson is well-organized, while two rows assess the extent to which it is objective-driven, more weight should be given to the first row (well-organized) to determine an overall score for Teach 1.
2. One way observers can effectively gather information to score this standard is through brief conversations with students, when appropriate.
3. In rare cases, it is not appropriate to state an objective for a lesson (e.g., this might be true in an inquiry-based lesson). In these cases, observers should assess the teacher based on whether the students are engaged in work that moves them toward mastery of an objective, even if this objective is not stated to students.
4. In some lessons (e.g., centers or learning stations in an elementary class), different groups of students might be working toward distinct objectives. In these cases, it is not always necessary to post distinct objectives for each station or different activity. However, observers should assess whether each station or activity is designed intentionally to move students toward mastery of an objective. Similarly, in lessons like these, observers should assess the extent to which the activities in each station are well-organized.



**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

The lesson is somewhat organized: Some parts of the lesson are not closely connected to each other or aligned to the objective, or some parts do not significantly move students toward mastery of the objective.\*

The objective of the lesson is clear to some students and conveys what students are learning and what they will be able to do as a result of the lesson, but it is not clear to others. For example, the teacher might state the objective, but students' comments, actions, or work products suggest that not all students understand what they are learning or what they will be able to do as a result of the lesson.

Students do not fully understand the importance of the objective. For example, the teacher might explain the importance of the objective to students in a way that is too general, such that the explanation is not entirely effective in building students' understanding.

**Ineffective***The following best describes what is observed:*

The lesson is generally disorganized: Parts of the lesson have no connection to each other, most parts of the lesson are not aligned to the objective, or most parts of the lesson do not significantly move students toward mastery of the objective.\*

The objective of the lesson is not clear to students, or does not convey what students are learning or what they will be able to do as a result of the lesson. For example, students might be unclear or confused about what they are learning and doing, or the objective stated or posted might not connect to the lesson taught.

Students do not understand the importance of the objective.

LEVEL 4 (HIGHEST)

LEVEL 3

TEACH 2

EXPLAIN CONTENT CLEARLY

Highly Effective

*The following best describes what is observed:*

Explanations of content are clear and coherent, and they build student understanding of content. The teacher might provide explanations through direct verbal or written delivery, modeling or demonstrations, think-alouds, visuals, or questioning.

Explanations of content also are delivered in as direct and efficient a manner as possible.

The teacher gives clear, precise definitions and uses a broad vocabulary\* that includes specific academic language and words that may be unfamiliar to students when it is appropriate to do so.

Students also demonstrate through their verbal or written responses that they are internalizing academic vocabulary.

The teacher emphasizes key points when necessary, such that students understand the main ideas of the content.

Students also can authentically explain the main ideas of the content beyond simply repeating back the teacher’s explanations.

Students show that they understand the explanations.

When appropriate, concepts also are explained in a way that actively and effectively involves students in the learning process. For example, students have opportunities to explain concepts to each other.

The teacher makes connections with students’ prior knowledge, students’ experiences and interests, other content areas, or current events to effectively build student understanding of content.

Effective

*The following best describes what is observed:*

Explanations of content are clear and coherent, and they build student understanding of content. The teacher might provide explanations through direct verbal or written delivery, modeling or demonstrations, think-alouds, visuals, or questioning.

The teacher gives clear, precise definitions and uses a broad vocabulary\* that includes specific academic language and words that may be unfamiliar to students when it is appropriate to do so.

The teacher emphasizes key points when necessary, such that students understand the main ideas of the content.

Students show that they understand the explanations. For example, their verbal or written responses, dialogue, questions, or level of participation indicate understanding.

The teacher makes connections with students’ prior knowledge, students’ experiences and interests, other content areas, or current events to effectively build student understanding of content.

\* Broad vocabulary should emphasize both Tier 2 words that occur frequently across disciplines (e.g., adapt, justify, inhibit, principle) and Tier 3 words that are content-specific (e.g., photosynthesis, quadratic, impeach, sonnet).

Notes:

1. One way observers can effectively gather information to score this standard is through brief conversations with students, when appropriate.
2. If the teacher presents incorrect information that would leave students with a significant misunderstanding at the end of the lesson, the teacher should be scored a Level 1 for this standard.

**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

Explanations of content are generally clear and coherent, with a few exceptions. The teacher might provide explanations through direct verbal or written delivery, modeling or demonstrations, think-alouds, visuals, or questioning, but these explanations are not entirely effective in building student understanding of content.

The teacher generally gives clear, precise definitions and uses a broad vocabulary\* that includes specific academic language and words that may be unfamiliar to students when it is appropriate to do so; however, at times the teacher gives definitions that are not completely clear or precise, or sometimes does not use a broad vocabulary.

The teacher sometimes emphasizes key points when necessary, such that students are sometimes unclear about the main ideas of the content.

Students generally show that they understand the explanations, but at times their verbal or written responses, dialogue, questions, or level of participation suggest that explanations have not been entirely effective.

The teacher makes connections with students' prior knowledge, students' experiences and interests, other content areas, or current events, but connections are not entirely effective at building student understanding of content.

**Ineffective***The following best describes what is observed:*

Explanations of content are unclear or incoherent. The teacher might provide explanations through direct verbal or written delivery, modeling or demonstrations, think-alouds, visuals, or questioning, but these explanations are generally ineffective in building student understanding of content.

The teacher gives unclear or imprecise definitions, or does not use a broad vocabulary\* that includes specific academic language and words that may be unfamiliar to students when it would have been appropriate to do so.

The teacher rarely or never emphasizes key points when necessary, such that students are often unclear about the main ideas of the content.

Students show that they are confused by the explanations, or students are frustrated or disengaged because of unclear explanations.

The teacher does not make connections with students' prior knowledge, students' experiences and interests, other content areas, or current events; or, connections are ineffective at building student understanding of content.

**LEVEL 4 (HIGHEST)**

**LEVEL 3**

**TEACH 3**

**ENGAGE STUDENTS AT ALL LEARNING LEVELS IN ACCESSIBLE AND CHALLENGING WORK**

**Highly Effective**

*The following best describes what is observed:*

The teacher makes the lesson accessible to all students. There is evidence that the teacher knows each student’s level and ensures that the lesson meets all students where they are.

The teacher makes the lesson challenging to all students. There is evidence that the teacher knows each student’s level and ensures that the lesson pushes all students forward from where they are.

There is an appropriate balance between teacher-directed and student-centered learning during the lesson, such that students have adequate opportunities to meaningfully practice, apply, and demonstrate what they are learning.

**Effective**

*The following best describes what is observed:*

The teacher makes the lesson accessible to almost all students. There is evidence that the teacher knows each student’s level and ensures that the lesson meets almost all students where they are. For example, when appropriate, the teacher might differentiate content, process, or product (using strategies that might include flexible grouping, leveled texts, tiered assignments, leveled questions, or annotated notes) in order to ensure that students are able to access the lesson.

The teacher makes the lesson challenging to almost all students. There is evidence that the teacher knows each student’s level and ensures that the lesson pushes almost all students forward from where they are. For example, when appropriate, the teacher might differentiate content, process, or product (using strategies that might include flexible grouping, leveled texts, tiered assignments, leveled questions, or extension assignments) in order to ensure that all students are challenged by the lesson.

There is an appropriate balance between teacher-directed and student-centered learning during the lesson, such that students have adequate opportunities to meaningfully practice, apply, and demonstrate what they are learning.

**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

The teacher makes the lesson accessible to most students, but some students may not be able to access certain parts of the lesson.

The teacher makes the lesson challenging to most students, but some students may not be challenged by certain parts of the lesson.

There is some balance between teacher-directed and student-centered learning. While students have some opportunities to practice, apply, and demonstrate what they are learning, these opportunities are not entirely meaningful because there is more teacher-directed instruction than appropriate or students are released to work time before receiving appropriate instruction.

**Ineffective***The following best describes what is observed:*

The lesson is not accessible to most students.

The lesson is not challenging to most students.

There is an inappropriate balance between teacher-directed and student-centered learning. Students do not have adequate opportunities to practice, apply, and demonstrate what they are learning because the lesson is almost entirely teacher directed; or, opportunities are not meaningful because students are released to work time before receiving appropriate instruction.

**LEVEL 4 (HIGHEST)**

**LEVEL 3**

**TEACH 4**

**PROVIDE STUDENTS MULTIPLE WAYS TO MOVE TOWARD MASTERY**

**Highly Effective**

*The following best describes what is observed:*

The teacher provides students multiple ways to engage with content,\* and all ways move students toward mastery of lesson content.

During the lesson students also are developing deep understanding of the content.

The ways the teacher provides include learning styles or modalities that are appropriate to students' needs; all students respond positively and are actively involved in the work.

**Effective**

*The following best describes what is observed:*

The teacher provides students multiple ways to engage with content,\* and all ways move students toward mastery of lesson content. For particular types of lessons, this might only entail giving students two ways to engage with content (e.g., Socratic Seminar might involve verbal/linguistic and interpersonal ways), while many types of lessons should involve three ways or more.

The ways the teacher provides include learning styles or modalities that are appropriate to students' needs; almost all students respond positively and are actively involved in the work.

\* *The teacher should be given credit for providing students multiple ways to engage with content even if the ways target the same modality or intelligence, as long as the ways promote students' mastery of lesson content. For example, the teacher might show a short video clip, then use a graphic organizer. Though both of these target the visual learning modality, they provide different ways of engaging with the content and the teacher should receive credit if both move students toward mastery of lesson content.*

Notes:

1. Research suggests that each student does not have a single learning style through which s/he needs to be taught, and that all students learn by engaging with content through a variety of learning styles, modalities (auditory, visual, kinesthetic/tactile), and intelligences (spatial, linguistic, logical-mathematical, kinesthetic, musical, interpersonal, intrapersonal, naturalistic). However, the teacher's knowledge of her or his students' needs and preferences should influence the styles and modalities selected.
2. If the teacher spends a very brief period of time on a way that does not move students toward mastery of the lesson content, but spends almost all of the observation providing multiple ways that do move students toward mastery of lesson content, it is possible for the teacher to receive a Level 3 score.

## LEVEL 2

## LEVEL 1 (LOWEST)

### Minimally Effective

*The following best describes what is observed:*

The teacher provides students multiple ways to engage with content,\* and most ways move students toward mastery of lesson content. For example, in a lesson introducing fractions, a teacher might include an auditory way that does not move students toward mastery, but might also provide visual and kinesthetic ways that do move students toward mastery of lesson content.

The ways the teacher provides include learning styles or modalities that are appropriate to students' needs; most students respond positively and are actively involved in the work.

### Ineffective

*The following best describes what is observed:*

The teacher provides students multiple ways to engage with content,\* but most ways do not move students toward mastery of lesson content; or, the teacher only provides students one way to engage with content.

The ways the teacher provides do not include learning styles or modalities that are appropriate to students' needs; most students do not respond positively or are not actively involved in the work.

## LEVEL 4 (HIGHEST)

## LEVEL 3

TEACH 5 CHECK FOR STUDENT UNDERSTANDING	
Highly Effective	Effective
<i>The following best describes what is observed:</i>	<i>The following best describes what is observed:</i>
The teacher checks for understanding of content at all key moments.	The teacher checks for understanding of content at almost all key moments (e.g., when checking is necessary to inform instruction going forward, such as after each key point, before transitions between lesson activities, or partway through the independent practice).
The teacher always gets an accurate “pulse” at key moments by using one or more checks that gather information about the depth of understanding for a range of students, when appropriate.*	The teacher almost always gets an accurate “pulse” at key moments by using one or more checks that gather information about the depth of understanding for a range of students, when appropriate.* For example, the teacher calls on both volunteers and non-volunteers, strategically checks with students at various levels of proficiency after a whole class check, or uses methods such as exit slips or whiteboards to provide information about a range of students.

\* For some lessons, checking the “pulse” of the class may not be appropriate. For example, if students spend the majority of the observation working on individual essays while the teacher conferences with a few students, it may not be necessary for the teacher to check the understanding of the entire class. In these cases, observers should assess how deeply and effectively the teacher checks for the understanding of the students with whom s/he is working.

Notes:

- The teacher does not necessarily have to check with every student in order to gauge the understanding of the class (get the “pulse”). For example, as long as the teacher calls both on students who raise their hands and on those who do not, a series of questions posed to the entire class can enable the teacher to get the “pulse” of the class. Or, if the teacher checks the understanding of a number of students, finds that most of them did not understand some part of the lesson, and immediately re-teaches that part to the entire class, this should count as effectively getting the “pulse” of the class because the teacher gained enough information to be able to adjust subsequent instruction.
- In some lessons, it can be appropriate to give the teacher credit for checking for understanding of directions, in addition to checking for understanding of content. However, if the teacher only checks for understanding of directions and rarely or never checks for understanding of content, s/he should not receive a Level 3 or Level 4 score for this standard.
- All of the techniques below can be effective checks for understanding if they are well-executed and appropriate to the lesson. However, each of these techniques can also be used ineffectively. The teacher should not receive credit simply for using a technique on the list. In order to be credited as an effective check for understanding, the technique must yield information that contributes to an accurate “pulse” of the class’s understanding at a key moment.
  - Asking questions; asking students to rephrase material; using turn-and-talks, think-pair-shares, or other verbal checks
  - Asking students to respond on white boards; using exit slips, constructed responses, stop ‘n’ jots, or other written checks
  - Circulating and observing individual students’ or small groups’ work
  - Conferencing with individual students or small groups
  - Using role-playing, four corners, or other tactile/kinesthetic checks



## LEVEL 2

## LEVEL 1 (LOWEST)

### Minimally Effective

*The following best describes what is observed:*

The teacher checks for understanding of content at some key moments.

The teacher sometimes gets an accurate “pulse” at key moments by using one or more checks that gather information about the depth of understanding for a range of students, when appropriate.\*

### Ineffective

*The following best describes what is observed:*

The teacher checks for understanding of content at few or no key moments.

The teacher rarely or never gets an accurate “pulse” at key moments because checks do not gather information about the depth of understanding for a range of students, when appropriate.\*

LEVEL 4 (HIGHEST)

LEVEL 3

TEACH 6

RESPOND TO STUDENT UNDERSTANDING

Highly Effective

*The following best describes what is observed:*

When students demonstrate misunderstandings or partial understandings, the teacher always uses effective scaffolding techniques that enable students to construct their own understandings, when appropriate.\*

The teacher always re-teaches effectively when appropriate, such as in cases in which most of the class demonstrates a misunderstanding or an individual student demonstrates a significant misunderstanding.

The teacher also anticipates common misunderstandings (e.g., by offering a misunderstanding as a correct answer to see how students respond) or recognizes a student response as a common misunderstanding and shares it with the class to lead all students to a more complete understanding.†

The teacher always probes students' correct responses, when appropriate, to ensure student understanding.

Effective

*The following best describes what is observed:*

When students demonstrate misunderstandings or partial understandings, the teacher almost always uses effective scaffolding techniques that enable students to construct their own understandings, when appropriate.\* For example, the teacher might help the student find the error, eliminate incorrect answers, or provide a cue to help the student arrive at the correct answer.

The teacher always re-teaches effectively when appropriate, such as in cases in which most of the class demonstrates a misunderstanding or an individual student demonstrates a significant misunderstanding. For example, the teacher might use a different approach to present a concept, or re-explain a problematic step or unclear academic vocabulary, and then return to the student(s) who surfaced the original misunderstanding.

The teacher almost always probes students' correct responses, when appropriate, to ensure student understanding. For example, the teacher might request evidence to support the answer, push the student to use academic vocabulary to more precisely explain a concept, or ask how or why the student arrived at her or his answer.

\* There are many factors that determine whether it is appropriate to scaffold or re-teach, including pacing, the extent of a student's misunderstanding, the importance of the concept, and the number of students who have a particular misunderstanding. If the misunderstanding is significant or shared by many students, scaffolding may be an inefficient or ineffective way to address it. For example, if students have a significant conceptual misunderstanding that would limit their ability to move toward mastery, the teacher should likely re-teach the concept to certain students or the whole class, as appropriate.

† In some cases, the teacher might anticipate misunderstandings so effectively that no misunderstandings surface during the lesson. Evidence of this level of anticipation should be credited as highly effective practice in this row.

Notes:

1. At some points in a lesson, it might not be appropriate to immediately respond to student misunderstandings (e.g., at the beginning of an inquiry-based lesson, or when stopping to respond to a single student's misunderstanding would be an ineffective use of instructional time for the rest of the class). In such cases, an effective teacher might wait until later in the lesson to respond and scaffold learning. Observers should not penalize the teacher in these situations, provided that the teacher arranges to address the misunderstandings later.

**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

When students demonstrate misunderstandings or partial understandings, the teacher sometimes uses effective scaffolding techniques that enable students to construct their own understandings, when appropriate.\*

The teacher sometimes re-teaches effectively when appropriate, such as in cases in which most of the class demonstrates a misunderstanding or an individual student demonstrates a significant misunderstanding.

The teacher sometimes probes students' correct responses, when appropriate, to ensure student understanding.

**Ineffective***The following best describes what is observed:*

When students demonstrate misunderstandings or partial understandings, the teacher rarely or never uses effective scaffolding techniques that enable students to construct their own understandings, when appropriate.\*

The teacher does not re-teach effectively when appropriate, such as in cases in which most of the class demonstrates a misunderstanding or an individual student demonstrates a significant misunderstanding.

The teacher rarely or never probes students' correct responses to ensure student understanding when it would have been appropriate to do so; or, the teacher spends a significant portion of the lesson teaching material that students already understand.

LEVEL 4 (HIGHEST)

LEVEL 3

TEACH 7

DEVELOP HIGHER-LEVEL UNDERSTANDING THROUGH EFFECTIVE QUESTIONING

Highly Effective

*The following best describes what is observed:*

The teacher asks questions that push all students' thinking; when appropriate, the teacher also poses tasks that are increasingly complex that develop all students' higher-level understanding.

After posing a question or task, the teacher always uses appropriate strategies to ensure that students move toward higher-level understanding.

Almost all students answer questions or complete complex tasks with meaningful responses that demonstrate movement toward higher-level understanding, showing that they are accustomed to being asked these kinds of questions.†

Effective

*The following best describes what is observed:*

The teacher asks questions that push almost all students' thinking; when appropriate, the teacher also poses tasks that are increasingly complex that develop almost all students' higher-level understanding. For example, the teacher might ask questions or pose tasks that are open-ended with multiple pathways that could lead to a solution; a teacher might engage students in a close reading of a complex text; or the teacher's questions or tasks might require students to generate or test ideas or hypotheses, apply prior knowledge to a new context to develop a position or construct a solution, or synthesize pieces of information in order to create new meaning.

After posing a question or task, the teacher almost always uses appropriate strategies to ensure that students move toward higher-level understanding. For example, when students provide limited responses to questions, the teacher uses progressively challenging questions to develop higher-level understanding, or the teacher provides appropriate wait time after asking higher-level questions.\*

Most students answer questions or complete complex tasks with meaningful responses that demonstrate movement toward higher-level understanding, showing that they are accustomed to being asked these kinds of questions.† Students might provide meaningful verbal or written responses to questions during group discussions, stop 'n' jots, turn-and-talks, stations or centers, or on worksheets or handouts.

\* In some cases, it is not appropriate for the teacher to persist in using these strategies with individual students (e.g., when the teacher has provided considerable wait time or progressively challenging follow-up questions to support a particular student, but would risk embarrassing the student by continuing after a certain point). In these instances, it would be appropriate for the teacher to move on and to return to the student at a later point.

† Observers should consider the point in the school year when assessing student responses. For example, in September the teacher might be building an initial skill set with students who previously were not accustomed to answering higher-level questions with meaningful responses.

**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

The teacher asks questions that push most students' thinking; when appropriate, the teacher also poses tasks that are increasingly complex that develop most students' higher-level understanding.

After posing a question or task, the teacher sometimes uses appropriate strategies to ensure that students move toward higher-level understanding.

Some students answer questions or complete complex tasks with meaningful responses that demonstrate movement toward higher-level understanding.<sup>†</sup>

**Ineffective***The following best describes what is observed:*

The teacher does not ask questions that push most students' thinking; or, when appropriate, the teacher does not pose tasks that are increasingly complex that develop most students' higher-level understanding.

After posing a question or task, the teacher rarely or never uses appropriate strategies to ensure that students move toward higher-level understanding.

Few or no students answer questions or complete complex tasks with meaningful responses that demonstrate movement toward higher-level understanding.<sup>†</sup>

**Notes:**

1. While many questions that develop higher-level understanding include verbs at high levels of Bloom's Taxonomy, some questions at lower levels of Bloom's can effectively develop students' higher-level understanding and should be credited as such. For example, when first introducing a complex text, the teacher might ask students to respond to lower-level questions to develop their understanding of the text. (See Appendix B of the Common Core ELA Standards for grade-level exemplars of complex text).
2. At some points in the lesson, it is not appropriate to ask questions to develop higher-level understanding (e.g., when students are rehearsing a basic skill). The teacher should not be penalized for not developing higher-level understanding during these portions of the lesson. However, over the course of every 30-minute observation, there should be some opportunities to ask questions that develop higher-level understanding.
3. Observers should consider both verbal and written questions when assessing the first row in this standard.

**LEVEL 4 (HIGHEST)**

**LEVEL 3**

**TEACH 8**

**MAXIMIZE INSTRUCTIONAL TIME**

**Highly Effective**

*The following best describes what is observed:*

Routines, procedures, and transitions are orderly, efficient, and systematic with minimal prompting from the teacher; students know their responsibilities and some students share responsibility for leading the operations and routines in the classroom.

Students always have something meaningful to do.

Lesson pacing also is student-directed or individualized, when appropriate.

The teacher spends an appropriate amount of time on each part of the lesson.

Inappropriate or off-task student behavior never interrupts or delays the lesson, either because no such behavior occurs or because when such behavior occurs the teacher efficiently addresses it.

**Effective**

*The following best describes what is observed:*

Routines, procedures, and transitions run smoothly with some prompting from the teacher; students generally know their responsibilities.

Students always have something meaningful to do.

The teacher spends an appropriate amount of time on each part of the lesson.

Inappropriate or off-task student behavior rarely interrupts or delays the lesson.

**LEVEL 2****LEVEL 1 (LOWEST)****Minimally Effective***The following best describes what is observed:*

Routines, procedures, and transitions require significant teacher prompting and direction; students are sometimes unclear about what they should be doing and frequently ask questions or require the teacher to repeat directions.

There are brief periods of time when students have nothing meaningful to do (e.g., while the teacher takes attendance or prepares materials, or after finishing assigned work early).

The teacher spends too much or too little time on one part of the lesson. For example, the teacher allows the opening to continue longer than necessary.

Inappropriate or off-task student behavior sometimes interrupts or delays the lesson.

**Ineffective***The following best describes what is observed:*

Routines and procedures are not evident or are generally ineffective; the teacher heavily directs activities and transitions, students are frequently unclear about what they should be doing, or students rarely follow the teacher's directions.

There are significant periods of time when students have nothing meaningful to do.

The teacher spends too much or too little time on more than one part of the lesson; or, the teacher spends significantly too much or too little time on one part of the lesson.

Inappropriate or off-task student behavior frequently interrupts or delays the lesson.

LEVEL 4 (HIGHEST)

LEVEL 3

TEACH 9

BUILD A SUPPORTIVE, LEARNING-FOCUSED CLASSROOM COMMUNITY

Highly Effective

*The following best describes what is observed:*

Students are invested in their work and value academic success.  
Students are also invested in the success of their peers. For example, students can be seen helping each other or showing interest in other students' work without prompting from the teacher.

The classroom environment is safe for students, such that students are willing to take on challenges and risk failure. For example, students are eager to ask questions, feel comfortable asking the teacher for help, feel comfortable engaging in constructive feedback with their classmates, and do not respond negatively when a peer answers a question incorrectly.

Students are always respectful of the teacher and their peers. For example, students listen and do not interrupt when their peers ask or answer questions.\*

The teacher meaningfully reinforces positive behavior and good academic work, when appropriate.  
Students also give unsolicited praise or encouragement to their peers, when appropriate.

The teacher has a positive rapport with students, as demonstrated by displays of positive affect, evidence of relationship building, and expressions of interest in students' thoughts and opinions.  
There is also evidence that the teacher has strong, individualized relationships with some students in the class. For example, the teacher might demonstrate personal knowledge of students' lives, interests, and preferences.

Effective

*The following best describes what is observed:*

Students are invested in their work and value academic success. For example, students work hard, remain focused on learning without frequent reminders, and persevere through challenges.

The classroom environment is safe for students, such that students are willing to take on challenges and risk failure. For example, students are eager to ask questions, feel comfortable asking the teacher for help, feel comfortable engaging in constructive feedback with their classmates, and do not respond negatively when a peer answers a question incorrectly.

Students are always respectful of the teacher and their peers. For example, students listen and do not interrupt when their peers ask or answer questions.\*

The teacher meaningfully reinforces positive behavior and good academic work, when appropriate. For example, the teacher offers students specific praise.

The teacher has a positive rapport with students, as demonstrated by displays of positive affect, evidence of relationship building, and expressions of interest in students' thoughts and opinions.

\* Brief interruptions due to student excitement (e.g., when a student accidentally shouts out an answer because s/he is excited to respond) should not be counted against the teacher unless this type of interruption occurs constantly and significantly interferes with the lesson or other students' ability to respond.

Notes:

1. If there are one or more instances of disrespect by the teacher toward students, the teacher should receive a Level 1 for this standard.
2. Observers should consider the point in the school year when assessing this standard. For example, in September the teacher might be in the early stages of building individualized relationships with students; or, the teacher might be establishing a culture of offering unsolicited praise with students who were not previously accustomed to engaging with classmates in that way.



## LEVEL 2

## LEVEL 1 (LOWEST)

### Minimally Effective

*The following best describes what is observed:*

Students are generally engaged in their work but are not highly invested in it. For example, students might spend some time off-task, require frequent reminders, or give up easily.

The classroom environment is generally safe for students, such that students are willing to take on challenges and risk failure, but there are some exceptions. For example, while many students might eagerly respond to challenges and not respond negatively when a peer answers a question incorrectly, some students might demonstrate reluctance or occasionally respond negatively when a classmate gives an incorrect answer.

Students are generally respectful of the teacher and their peers, but there are some exceptions. For example, students might occasionally interrupt,\* or might be respectful and attentive to the teacher, but not to their peers.

The teacher reinforces positive behavior and good academic work, but sometimes does not do so in a meaningful way.

The teacher has a positive rapport with some students but not others, but there is no evidence of negative rapport.

### Ineffective

*The following best describes what is observed:*

Students demonstrate disinterest or lack of investment in their work. For example, students might be unfocused and not working hard, be frequently off-task, or refuse to attempt assignments.

The classroom environment is not safe for students, such that students are frequently unwilling to take on challenges and risk failure. For example, students might be reluctant to answer questions or take on challenging assignments, students might generally hesitate to ask the teacher for help even when they need it, or students might frequently discourage the work of their peers or criticize classmates who give incorrect answers.

Students are frequently disrespectful of the teacher or their peers. For example, they might frequently interrupt\* or be clearly inattentive when the teacher or their peers are speaking.

The teacher rarely or never reinforces positive behavior and good academic work; or, the teacher does so for only a few students.

There is little or no evidence of a positive rapport between the teacher and the students; or, there is evidence that the teacher has a negative rapport with some students.

# TEACHING AND LEARNING FRAMEWORK (TLF)

*NOTE: In 2012–2013, only the TEACH domain of the Teaching and Learning Framework will be assessed.*

## LEVEL 4 (HIGHEST)

## LEVEL 3

### IE 1 ASSESS STUDENT PROGRESS

Teacher: 1) routinely **uses assessments** to measure student mastery of content standards; 2) provides students with **multiple ways** of demonstrating mastery (for example, selected response, constructed response, performance task, and personal communication); and 3) provides students with **multiple opportunities** during the unit to demonstrate mastery.

Teacher: 1) routinely **uses assessments** to measure student mastery of content standards; and 2) provides students with **multiple ways** of demonstrating mastery (for example, selected response, constructed response, performance task, and personal communication).

### IE 2 TRACK AND ANALYZE STUDENT PROGRESS DATA

Teacher: 1) routinely **records** the student progress data gathered in IE 1; 2) **uses a system** (for example, gradebooks, spreadsheets, charts) that allows for easy analysis of student progress toward mastery; and 3) **at least half** of the students know their progress toward mastery.

Teacher: 1) routinely **records** the student progress data gathered in IE 1; and 2) **uses a system** (for example, gradebooks, spreadsheets, charts) that allows for easy analysis of student progress toward mastery.

### IE 3 IMPROVE PRACTICE AND RE-TEACH IN RESPONSE TO DATA

In response to IE 2, the teacher: 1) **re-teaches**, as appropriate; 2) **modifies long-term plans**, as appropriate; and 3) **modifies practice**, as appropriate.

In response to IE 2, the teacher: 1) **re-teaches**, as appropriate; and 2) **modifies long-term plans**, as appropriate.

## LEVEL 2

## LEVEL 1 (LOWEST)

Teacher routinely **uses assessments** to measure student mastery of content standards.

Teacher **does not routinely use assessments** to measure student mastery of content standards.

Teacher routinely **records** the student progress data gathered in IE 1.

Teacher **does not routinely record** student progress data gathered in IE 1.

In response to IE 2, the teacher **re-teaches**, as appropriate.

Teacher **does not re-teach**.

### What is Teacher-Assessed Student Achievement Data?

This is a measure of your students' learning over the course of the year, as evidenced by rigorous assessments other than the DC CAS.

### What assessments can I use?

Assessments must be rigorous, aligned to the DCPS content standards, and approved by your school administration.

### Why is this one of my IMPACT components?

We believe that a teacher's most important responsibility is to ensure that her/his students learn and grow. Accordingly, we believe that teachers should be held accountable for the achievement of their students.

### How will this process work?

In the fall, you will meet with your administrator to decide which assessment(s) you will use to evaluate your students' achievement. If you are using multiple assessments, you will decide how to weight them. Finally, you will also decide on your

specific student learning targets for the year. Please note that your administrator must approve your choice of assessments, the weights you assign to them, and your achievement targets. Please also note that your administrator may choose to meet with groups of teachers from similar content areas rather than with each teacher individually, or may choose to set school-wide achievement targets.

In the spring, you will present your student achievement data to your administrator, who, after verifying the data, will assign you a score based on the rubric at the end of this section. The deadline for submitting TAS scores is the last day of school.\*

TAS achievement targets and scores are tracked in the IMPACT database: <http://impactdcps.dc.gov>.

Please note that, if you are shared between two schools, you will receive scores at each of them. These scores will then be averaged together to determine your final score for this component.

*\* Please note that, because this component is scored only once per year, we have not included a sample score chart as we have for the components that are scored multiple times per year.*



Bel Perez Gabilondo



Andy Le



Bel Perez Gabilondo



Simona Minnatti



Michael DeAngelis



Andrea Leoncavallo

**If I have additional questions about TAS, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

LEVEL 4 (HIGHEST)

LEVEL 3

TAS 1

TEACHER-ASSESSED STUDENT ACHIEVEMENT DATA

Student scores on teacher assessments indicate, on average, **exceptional** learning, such as at least 1.5 years of growth\* or at least 90% mastery of content standards; assessments used are **approved** by the administration; and scores reported are **validated** by the administration.

Student scores on teacher assessments indicate, on average, **significant** learning, such as at least 1.25 years of growth\* or at least 80% mastery of content standards; assessments used are **approved** by the administration; and scores reported are **validated** by the administration.

\* Years of growth are listed here as general guidance. Standardized assessments and skills-based rubrics used for TAS may measure reading levels, rubric levels, etc. Teachers should refer to the scoring guidance for the assessments they have chosen to determine how many levels equates to a year of growth or more.

Note: If a teacher uses more than one assessment, each will be rated individually, and the scores will be averaged together.



Andy Le



Andy Le

## LEVEL 2

Student scores on teacher assessments indicate, on average, **some** learning, such as at least 1 year of growth\* or at least 70% mastery of content standards; assessments used are **approved** by the administration; and scores reported are **validated** by the administration.

## LEVEL 1 (LOWEST)

Student scores on teacher assessments indicate, on average, **little** learning, such as less than 1 year of growth\* or less than 70% mastery of content standards; assessments used are **not approved** by the administration; or scores reported are **not validated** by the administration.



### What is Commitment to the School Community?

This component measures several aspects of your work as a member of a school community: 1) your support of your school's local initiatives; 2) your support of the Special Education and English Language Learner programs at your school; and 3) your efforts to promote high academic and behavioral expectations. For teachers, this component also measures two other aspects: 4) your partnership with your students' families; and 5) your instructional collaboration with your colleagues.

### Why is this one of my IMPACT components?

This component was included because we believe that our students' success depends on the collective efforts of everyone in our schools.

### How will my Commitment to the School Community be assessed?

Your administrator will assess you according to the rubric at the conclusion of this section. S/he will assess you two times during the year. The first assessment will occur by December 20 and the second by June 10.

### How will my Commitment to the School Community be scored?

For each assessment cycle, you will receive a 4 (highest) to 1 (lowest) rating for each standard of the rubric. Your standard scores will then be averaged together to form an overall score of 4.0 (highest) to 1.0 (lowest) for the assessment cycle.

At the end of the year, your assessment cycle scores will be averaged together to calculate an overall score of 4.0 (highest) to 1.0 (lowest) for this component of your IMPACT assessment. See the sample score chart below.

Please note that, if you are shared between two schools, you will receive scores at each of them. These scores will then be averaged together to determine your final score for this component.

SAMPLE SCORE CHART  
COMMITMENT TO THE SCHOOL COMMUNITY (CSC)

COMMITMENT TO THE SCHOOL COMMUNITY (CSC)	CYCLE ENDS 12/20	CYCLE ENDS 6/10	OVERALL (Average of Cycles)
<b>CSC SCORE</b> (Average of CSC 1 to CSC 5)	3.4	3.6	3.5
<b>CSC 1:</b> Support of the Local School Initiatives	3.0	4.0	
<b>CSC 2:</b> Support Special Education and ELL Programs	4.0	3.0	
<b>CSC 3:</b> High Expectations	4.0	4.0	
<b>CSC 4:</b> Partnership with Families (for Teachers Only)	3.0	4.0	
<b>CSC 5:</b> Instructional Collaboration (for Teachers Only)	3.0	3.0	





**If I have additional questions about Commitment to the School Community, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## LEVEL 4 (HIGHEST)

## LEVEL 3

## CSC 1

## SUPPORT OF THE LOCAL SCHOOL INITIATIVES

Individual **meets Level 3** expectations AND **extends impact** by finding new and innovative ways to help the local school initiatives succeed and/or by dedicating a truly exceptional amount of time and energy in support of the initiatives.

Individual **consistently** supports the local school initiatives in an effective manner.

*Examples of local school initiatives include: increasing the student attendance rate, reducing the suspension rate, and expanding a “reading across the curriculum” program.*

## CSC 2

## SUPPORT OF THE SPECIAL EDUCATION AND ENGLISH LANGUAGE LEARNER PROGRAMS\*

Individual **meets Level 3** expectations AND **extends impact** by finding new and innovative ways to help the Special Education and English Language Learner programs, the Student Support Team, and all students with 504 plans succeed and/or by dedicating a truly exceptional amount of time and energy in support of these programs and students.

Individual **consistently** supports, in an effective manner, the school’s Special Education and English Language Learner programs, the school’s Student Support Team, and all students with 504 plans.

*Examples of how one might support these programs and students include: submitting necessary documentation for an IEP meeting, proactively offering assistance and support to a special education teacher, and helping ensure that facilities are available for the provision of services.*

## CSC 3

## HIGH EXPECTATIONS

Individual **meets Level 3** expectations AND **extends impact** by finding new and innovative ways to help promote high expectations and/or by dedicating a truly exceptional amount of time and energy towards developing a culture of high expectations in the school.

Individual **consistently** promotes high academic and behavioral expectations, in an effective manner, for all students.

*Examples of how one might promote high expectations include: promoting achievement through rigorous academic work and challenging extracurricular opportunities, modeling high personal standards, and emphasizing pride in self, school, and community.*

\* This standard may be scored as “Not Applicable” if a school has no students who receive Special Education or English Language Learner services, no students who need assistance from a Student Support Team, and no students with 504 plans.

## LEVEL 2

## LEVEL 1 (LOWEST)

Individual **sometimes** supports the local school initiatives in an effective manner.

Individual **rarely or never** supports the local school initiatives in an effective manner.

Individual **sometimes** supports, in an effective manner, the school's Special Education and English Language Learner programs, the school's Student Support Team, and all students with 504 plans.

Individual **rarely or never** supports, in an effective manner, the school's Special Education and English Language Learner programs, the school's Student Support Team, and all students with 504 plans.

Individual **sometimes** promotes high academic and behavioral expectations, in an effective manner, for all students.

Individual **rarely or never** promotes high academic and behavioral expectations, in an effective manner, for all students.

LEVEL 4 (HIGHEST)

LEVEL 3

CSC 4 PARTNERSHIP WITH FAMILIES (FOR TEACHERS ONLY)

Teacher **meets Level 3** expectations AND **extends impact** by finding new and innovative ways to foster engagement with students' families and/or by dedicating a truly exceptional amount of time and energy towards partnering with them.

Teacher **consistently** engages students' families as valued partners in an effective manner.

*Examples of how one might engage students' families include: making regular phone calls or home visits to communicate with parents/guardians, including families in class projects, and creating a welcoming classroom environment for families.*

CSC 5 INSTRUCTIONAL COLLABORATION (FOR TEACHERS ONLY)

Teacher **meets Level 3** expectations AND **extends impact** by proactively seeking out collaborative opportunities with other teachers and/or by dedicating a truly exceptional amount of time and energy towards promoting effective instructional collaboration.

Teacher **consistently** collaborates with colleagues to improve student achievement in an effective manner.

*Examples of how one might collaborate to improve student achievement include: actively participating in the Thirty-Minute Morning Block, grade-level and departmental meetings, mentoring relationships (formal or informal), and optional and required professional development opportunities.*



Andy Le



Brian Troiano

## LEVEL 2

## LEVEL 1 (LOWEST)

Teacher **sometimes** engages students' families as valued partners in an effective manner.

Teacher **rarely or never** engages students' families as valued partners in an effective manner.

Teacher **sometimes** collaborates with colleagues to improve student achievement in an effective manner.

Teacher **rarely or never** collaborates with colleagues to improve student achievement in an effective manner.



### What is Core Professionalism?

This component measures four basic tenets of professionalism: 1) having no unexcused absences; 2) having no unexcused late arrivals; 3) following the policies and procedures of your school (or program) and the school system; and 4) interacting with colleagues, students, families, and community members in a respectful manner.

### How will my Core Professionalism be assessed?

Your administrator (or program supervisor) will assess your Core Professionalism according to the rubric at the conclusion of this section. S/he will assess you two times during the year. The first assessment will occur by December 20 and the second by June 10.

### How will my Core Professionalism be scored?

Unlike the other rubrics in IMPACT, there are only three levels for Core Professionalism: Meets Standard, Slightly Below Standard, and Significantly Below Standard.

If you consistently receive a Core Professionalism rating of Meets Standard (and you receive no ratings of Slightly Below Standard or Significantly Below Standard), your overall score for this component will be Meets Standard and you will see no change in your final IMPACT score. This is the case in the sample score chart below.

If you receive a rating of Slightly Below Standard on any part of the Core Professionalism rubric during a cycle (and you receive no ratings of Significantly Below Standard), you will receive an overall rating of Slightly Below Standard for that cycle, and ten points will be deducted from your final IMPACT score. An additional ten points will be deducted if you earn an overall rating of Slightly Below Standard again the next cycle.

If you receive a rating of Significantly Below Standard on any part of the Core Professionalism rubric during a cycle, you will receive an overall rating of Significantly Below Standard for that cycle, and twenty points will be deducted from your final IMPACT score. An additional twenty points will be deducted if you earn an overall rating of Significantly Below Standard again the next cycle.

Please note that, if you are shared between two schools, the lower of your two Core Professionalism ratings for each cycle will be used for your final IMPACT score.

For more information about the scoring process, please see the Putting It All Together section of this guidebook.

SAMPLE SCORE CHART  
CORE PROFESSIONALISM (CP)

CORE PROFESSIONALISM (CP)	CYCLE ENDS 12/20	CYCLE ENDS 6/10	OVERALL
CP SCORE (Lowest of CP 1 to CP 4)	MEETS STANDARD	MEETS STANDARD	MEETS STANDARD
CP 1: Attendance	MEETS STANDARD	MEETS STANDARD	
CP 2: On-Time Arrival	MEETS STANDARD	MEETS STANDARD	
CP 3: Policies and Procedures	MEETS STANDARD	MEETS STANDARD	
CP 4: Respect	MEETS STANDARD	MEETS STANDARD	



Michael DeAngelis



Bel Perez Gabilondo



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Bel Perez Gabilondo



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**If I have additional questions about Core Professionalism, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

MEETS STANDARD

SLIGHTLY BELOW STANDARD

CP 1 ATTENDANCE

Individual has **no** unexcused absences (absences that are in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

Individual has **1** unexcused absence (an absence that is in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

CP 2 ON-TIME ARRIVAL

Individual has **no** unexcused late arrivals (late arrivals that are in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

Individual has **1** unexcused late arrival (a late arrival that is in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

CP 3 POLICIES AND PROCEDURES

Individual **always** follows DCPS and local school policies and procedures (for example, procedures for submitting student discipline referrals, policies for appropriate staff attire, protocols for the Thirty-Minute Morning Block).

**With rare exception**, individual follows DCPS and local school policies and procedures (for example, procedures for submitting student discipline referrals, policies for appropriate staff attire, protocols for the Thirty-Minute Morning Block).

CP 4 RESPECT

Individual **always** interacts with students, colleagues, parents/guardians, and community members in a respectful manner.

**With rare exception**, individual interacts with students, colleagues, parents/guardians, and community members in a respectful manner.



## SIGNIFICANTLY BELOW STANDARD

Individual has **2 or more** unexcused absences (absences that are in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

Individual has **2 or more** unexcused late arrivals (late arrivals that are in violation of procedures set forth by local school policy and by the relevant collective bargaining agreement).

Individual **demonstrates a pattern** of failing to follow DCPS and local school policies and procedures (for example, procedures for submitting student discipline referrals, policies for appropriate staff attire, protocols for the Thirty-Minute Morning Block).

Individual **demonstrates a pattern** of failing to interact with students, colleagues, parents/guardians, or community members in a respectful manner.

# SUPPORTING YOUR SUCCESS

## What resources are available to help me be successful?

Professional development is critical to our success as a school system. After all, the best schools are those focused on the learning of children *and* adults. This is why providing educators with outstanding support is a top district priority.

Below you will find more information about job-specific resources and learning opportunities designed to help you improve your practice.

### CURRICULAR RESOURCES

The Teaching and Learning Framework defines the *how* of effective instruction, and a key district focus this year is providing meaningful support to educators on the *what* and the *when*.

In 2011, DCPS began working toward a full adoption of the Common Core State Standards (CCSS) for English Language Arts; literacy in history/social studies, science, and technical subjects; and mathematics. To support this transition, we have created scope and sequence documents, unit overviews, recommended anchor texts, and suggested summative assessments. We also administer aligned, paced interim assessments (PIAs), and you have the opportunity to participate in structured data cycles to support you with using student achievement information to guide your classroom practice.

### OVERVIEW OF THE DISTRICT'S THREE-YEAR ROLLOUT OF THE COMMON CORE STATE STANDARDS (CCSS)

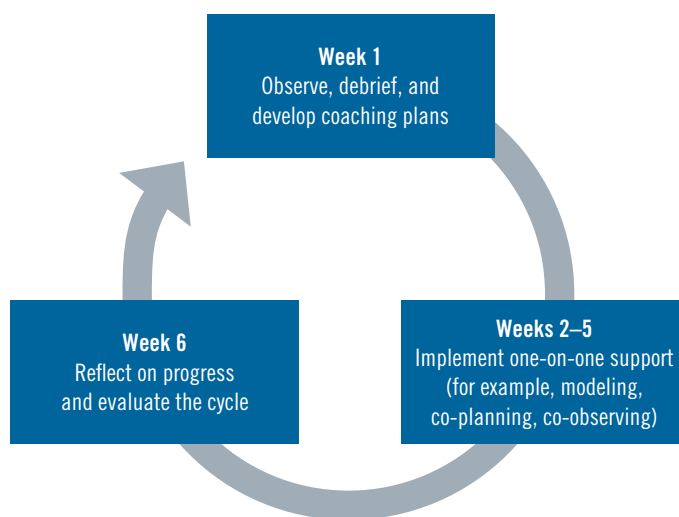
SCHOOL YEAR	GRADES/CCSS FOCUS	IMPLEMENTATION PLAN
2011–2012	K–12 READING 6–12 LITERACY IN CONTENT AREAS (RH/RST) K–2 MATHEMATICS	<b>Implementation Focus:</b> K–12 English Language Arts teachers will teach the CCSS-ELA and K–2 teachers will teach the CCSS-Mathematics
		<b>Professional Development Focus:</b> Foundational reading, CCSS-ELA instructional shifts, K–2 CCSS-Mathematics
2012–2013	3–12 MATHEMATICS 6–12 LITERACY IN CONTENT AREAS (RH/RST)	<b>Implementation Focus:</b> K–12 math teachers will teach the Mathematics CCSS, and social studies, science, and technical subject teachers will teach the CCSS-RH/RST
		<b>Professional Development Focus:</b> Mathematics CCSS, differentiated literacy instruction
2013–2014	K–12 WRITING 6–12 WRITING IN CONTENT AREAS (WHST)	<b>Implementation Focus:</b> K–12 teachers will teach the CCSS-W, and social studies, science, and technical subjects teachers will teach the CCSS-WHST
		<b>Professional Development Focus:</b> Writing and Language CCSS

## INSTRUCTIONAL COACHES

School-based instructional coaches support teachers in improving their practice through differentiated, job-embedded professional development. During learning cycles and in other settings, instructional coaches work with teachers to analyze data and student work, observe and debrief lessons, co-teach, and model effective practices. See below for more information about learning cycles.

### Learning Cycles

Instructional coaches facilitate learning cycles that focus on the Common Core State Standards and the Teaching and Learning Framework. Learning cycles are designed to provide teachers with intensive classroom support over the course of several weeks in both one-on-one and group settings. This approach exemplifies research-based best practices for professional development: support is extended over time, is targeted and specific, and includes ongoing follow-up.



“My instructional coach has helped me collaboratively plan with my colleagues. He has also helped me enhance my lessons by making them more rigorous with higher-order thinking questions.”

DIONNE HAMMIEL, TEACHER, BURROUGHS EC

“The learning cycle model has been a powerful tool for instructional coaches in our support of teachers. Through collaboration, reflection, and consultation, I have been able to assist teachers in acquiring pedagogical knowledge that has not only improved teacher practice but also student outcomes. The icing on the cake is that I am a stronger, more confident instructional coach armed with a set of scientifically proven practices that relate directly to teachers’ needs.”

SHIRLEY TURNER, INSTRUCTIONAL COACH, BROWNE EC

## MASTER EDUCATORS

Master educators provide professional development to teachers through post-observation conferences (POCs), during which master educators and teachers debrief a recent lesson observation and discuss strengths and areas for growth. These conversations are opportunities for teachers to both reflect on their practice and seek content-specific guidance and resources. Teachers also receive a detailed written report during these conferences, with scores and comments for each of the nine Teach standards, as well as suggestions about how they might improve their practice.

During the 2012–2013 school year, a subset of master educators will also provide intensive support to selected teachers in the targeted 40 schools as part of DCPS's five year strategic plan, A Capital Commitment. This support will include opportunities for teachers to participate in structured learning cycles throughout the year as well as receive other types of individualized support.

*“Thank you so much for meeting with me and sending these resources. I very much enjoyed talking to you and look forward to implementing some of the strategies we talked about. I felt our conversation was very helpful and honest and will have an impact on my students. I hope we can work together in the future!”*

*ALICE STANDISH, TEACHER, COLUMBIA HEIGHTS EC,  
writing to a master educator*

### **“I JUST GOT MY IMPACT ASSESSMENT. WHAT SHOULD I DO NOW?”**

- Make sure you understand all of your scores and comments. Ask your observer for further clarification if necessary.
- Work with your instructional coach. It's useful to show the coach your scores and comments so that she or he can have the information necessary to help you. With the coach, consider selecting a particular Teach standard to focus on at first.
- Ask your principal for advice. Supporting teachers on instruction is one of the most important parts of a principal's job.
- View 'Reality PD' lesson videos that address the Teach standards on which you would like to improve. Explore the resources that accompany each video.
- Participate in the Teaching in Action program to observe a teacher who is strong in an area in which you'd like to improve. See more information about the program later in this section.
- Access relevant resources from the online Educator Portal.

## REALITY PD

Reality PD is an extensive library of professionally-produced lesson videos, filmed in DCPS classrooms and featuring our own outstanding teachers.

The clips cover all nine Teach standards and a variety of grade levels and major subject areas. These impressive videos celebrate excellent teaching across the city and are a powerful professional development tool to drive even more great practice.

For example:

- Teachers may view videos as part of their own, self-guided professional development.
- Instructional coaches may ask teachers to view specific videos as part of an individual learning cycle.
- In written reports or during POCs, administrators and master educators may refer teachers to videos that are relevant to particular areas for growth.
- School leaders may use videos as part of the collaborative professional development in their buildings.

The video library will be housed on the new Educator Portal+ platform, along with additional professional development resources.



Victoria Tyson, School Without Walls SHS



Sabrina Malone, Houston ES



Tanya Copeland, King ES



Tiffani Turner, Houston ES



Scott Harding, Maury ES



Victoria Pearson, Stuart-Hobson MS

## TEACHING IN ACTION

The Teaching in Action program provides opportunities for teachers to observe their high-performing colleagues (consulting teachers) during scheduled classroom observations. Visiting teachers may view consulting teachers' instructional strengths online, where they can also sign up for an observation. After the observation, the two teachers will debrief the lesson and discuss best practices.

To sign up for a classroom observation, visit <http://octo.quickbase.com>, sign in using your dc.gov email address and password, and click on DCPS Teaching in Action.

## MONTHLY MEET-UP GROUPS

Monthly Meet-up groups allow teachers to convene each month in subject area or grade level groups to participate in professional development activities, share best practice, support one another, and socialize. Through these meetings, DCPS teachers will get to know their colleagues across the district and learn more about a variety of resources available to improve their practice.

To learn more about joining a Monthly Meet-up group, visit [dcps.dc.gov/DCPS/LIFT](http://dcps.dc.gov/DCPS/LIFT).

## PD PLANNER

PD Planner is an online catalog of professional development opportunities that enables DCPS educators to target support where they need it most. Educators can browse offerings and register for workshops presented by DCPS, the Washington Teachers' Union, and other organizations. At the conclusion of a training course, a certificate of completion can be submitted for recertification credit, as applicable, with the Office of the State Superintendent of Education (OSSE). Visit PD Planner at <http://dcps.schoolnet.com>. Instructional coaches or principals can provide login information.

## EDUCATOR PORTAL+

Educator Portal+ is a new online platform where DCPS educators can connect with colleagues and access differentiated, high-quality professional development resources aligned to the Teaching and Learning Framework and the Common Core State Standards (CCSS). Featured resources include:

- **Reality PD:** A video library of outstanding DCPS teachers in action, covering all nine Teach standards and a variety of grade levels and major subject areas.
- **Teach Like A Champion:** A collection of video clips and articles on Doug Lemov's effective teaching techniques.
- **Teach Standard Resource Sets:** Self-assessments, high-impact instructional strategies, annotated resource lists, and other tools aligned to each Teach standard.
- **Curricular Resources:** DCPS's scope and sequence documents and unit overviews aligned to the CCSS.

Access these resources and sign up for relevant events and announcements by visiting <http://dcps.dc.gov/educators> and logging in using your DCPS email address (first.last@dc.gov) and e-mail password. Please contact [educator.portal@dc.gov](mailto:educator.portal@dc.gov) with any questions.

## NEW TEACHER SUPPORT

All teachers new to DCPS are invited to attend New Teacher Orientation, a two-day training at the beginning of the year designed to familiarize newcomers with the Teaching and Learning Framework and district policies.

In addition, new teachers are encouraged to utilize Teaching in Action and Monthly Meet-up Groups that are designed to connect teachers in the same grade level or subject area across the district.

## FOR TEACHERS AND STAFF AT SPECIAL SCHOOLS

The Full Service Schools (FSS) model brings together leading practices from the fields of education and mental health to ensure academic success for all students. School staff at Full Service Schools receive additional support in implementing the Teaching and Learning Framework and specialized training in developing behavior management systems, welcoming school climates, and family partnerships.

Catalyst Schools are organized around one of three curricular themes: 1) science, technology, engineering, and mathematics (STEM); 2) arts integration; or 3) world cultures. At these schools, experts from local and national partner organizations regularly provide in-depth training related to each school's focus area.

At International Baccalaureate (IB) Schools, specialized training is offered to support teachers and staff in implementing IB methods, with a focus on developing students' intellectual, personal, emotional, and social skills. The International Baccalaureate Organization also offers workshops and online training for teachers. More information is available at <http://www.ibo.org/events>.

## THE WASHINGTON TEACHERS' UNION

The Washington Teachers' Union (WTU) offers the Educational Research and Dissemination (ER&D) program, which includes research-based professional development courses held after school, on weekends, and during district professional development. Past courses have included: Beginning Reading Instruction; Making Data and Classroom Assessments Work for You; Organizing the Classroom for Teaching and Learning; Psychology and Education of the Exceptional Child; Response to Intervention; School, Family, Community: Supporting Student Learning; and Thinking Mathematics.

In addition, the WTU professional development office coordinates free, site-based professional learning opportunities designed to support local school improvement initiatives. For more information, please visit <http://www.wtulocal6.org>.

*“My students last year taught me that I needed to refresh my bag of tricks for dealing with a variety of behaviors, so I took a course offered by the WTU. Despite having taught for more than 20 years, I can honestly say that I learned many new things about behavioral psychology and how to deal with students who disrupt the learning environment. The result: I had new skills and a team of colleagues with whom I could problem solve.”*

PAMELA ROSS, TEACHER, OYSTER-ADAMS BILINGUAL SCHOOL

# PUTTING IT ALL TOGETHER

## What does this section explain?

This section is designed to help you understand how all of the components of your assessment will come together to form an overall IMPACT score and rating. The process involves five steps.

### Step 1

We begin by identifying your overall ratings for each component of your assessment. Recall that, for all components other than Core Professionalism, the score will always range from 4.0 (highest) to 1.0 (lowest).

### Step 2

We then multiply each component score by its percentage from the pie chart at the beginning of this guidebook. This creates “weighted scores” for each component. The chart below provides an example.

**SAMPLE SCORE**

COMPONENT	COMPONENT SCORE	PIE CHART PERCENTAGE	WEIGHTED SCORE
Individual Value-Added Student Achievement Data (IVA)	3.5	x 35	= 123
Teaching and Learning Framework (TLF)	3.7	x 40	= 148
Teacher-Assessed Student Achievement Data (TAS)	3.5	x 15	= 53
Commitment to the School Community (CSC)	3.3	x 10	= 33
<b>TOTAL</b>			<b>357</b>

### Step 3

We then add the weighted scores to arrive at a total score. The total score will always be between 100 and 400.

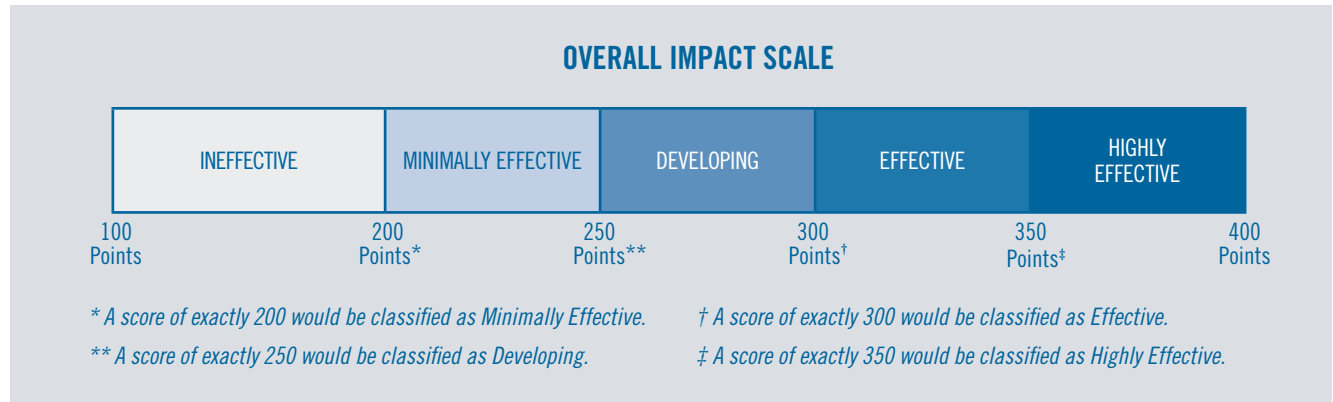
### Step 4

We then adjust your total score based on your rating for Core Professionalism. If your rating for this component is Meets Standard for both cycles, then your total score remains unchanged. If not, then 10 points are subtracted from your total score for each cycle in which your rating is Slightly Below Standard, and 20 points are subtracted for each cycle in which your rating is Significantly Below Standard. In the example above, the individual's rating for all cycles is Meets Standard, so no points have been subtracted.



## Step 5

Finally, we take your adjusted score and use the scale below to arrive at your final IMPACT rating.



Note: If you are not employed by DCPS for the entire year (for example, because you joined the school system partway through the year), or if, while employed by DCPS, you have an absence which causes you to miss one or more of your assessments, DCPS may at its discretion make adjustments to the IMPACT system to ensure that you receive a final IMPACT score for the year. These adjustments may include, among other things, changing deadlines, changing the number of assessments, and changing the type of assessment. Also, if unexpected circumstances interfere with the completion of one or more of your assessments, DCPS may nevertheless issue a final IMPACT score and consequences based on the remaining assessments. Finally, DCPS reserves the right to make any additional modifications to the IMPACT system during the school year. DCPS will provide notice of any such modifications prior to their implementation. (For the purposes above, “assessments” refers to observations, conferences, holistic reviews, data, and other means of measuring performance.)

## What do these ratings mean?

**Highly Effective:** This rating signifies outstanding performance. Teachers who earn Highly Effective ratings are eligible to advance to the next Leadership Initiative For Teachers (LIFT) career stage, giving them access to a variety of leadership opportunities as well as increased recognition. In addition, these teachers are eligible for annual bonuses up to \$25,000, and, at the Advanced, Distinguished and Expert Teacher LIFT stages, base salary increases up to \$27,000.

**Effective:** This rating signifies solid performance. Teachers who earn Effective ratings are also eligible to advance to the next LIFT career stage (up to the Advanced Teacher stage), albeit at a slower pace than educators who earn Highly Effective ratings. These teachers will progress normally on their pay scales and will be eligible for base salary increases at the Advanced Teacher LIFT stage.

**Developing:** This rating signifies performance that is below expectations. DCPS will encourage principals and instructional coaches to prioritize these teachers for professional development in an effort to help them improve their skills and increase student achievement. If, after three years of support, however, an educator is unable to move beyond the Developing level, she or he will be subject to separation. In addition, teachers who earn Developing ratings will be held at their current salary step until they earn a rating of Effective or Highly Effective, and they will not advance on the LIFT career ladder.

**Minimally Effective:** This rating signifies performance that is significantly below expectations. As with Developing teachers, DCPS will encourage principals and instructional coaches to prioritize these teachers for professional development in an effort to help them improve their skills and increase student achievement. If, after two years of support, however, an educator is unable to move beyond the Minimally Effective level, she or he will be subject to separation. In addition, teachers who earn Minimally Effective ratings will be held at their current salary step until they earn a rating of Effective or Highly Effective, and they will not advance on the LIFT career ladder.

**Ineffective:** This rating signifies unacceptable performance. Individuals who receive this rating for one year will be subject to separation from the school system.

Note: In very rare cases, a principal may recommend that a teacher be separated more expeditiously than outlined above if the teacher's performance has declined significantly from the previous year or if there is little evidence that she or he is improving. For example, a principal, in consultation with her or his instructional superintendent, may recommend that a teacher who has earned two consecutive Developing ratings, but who has shown no signs of growth, not be provided with a third year for improvement. In these very rare cases, a principal will need the approval of her or his instructional superintendent to submit a recommendation for early separation. A three-member panel composed of the school system's Chief of Human Capital, Chief of Schools, and Chief Academic Officer will review the recommendation and issue a decision. Teachers will have the right to appeal the panel's decision through the Chancellor's Appeals Process.

### If I have a concern about my rating, what should I do?

If you ever have a concern, we encourage you to contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## Why was the Developing rating created?

We have made great progress as a school system over the past few years. Our basic operations have improved, we have a new curriculum aligned to the Common Core State Standards, and our scores on both local and national exams show that student achievement is rising.

But as we reflect upon the goals we set in *A Capital Commitment*, our five-year strategic plan, it is clear we must do even more. Our bold aspirations are absolutely attainable, but only if we redouble our efforts.

This is why we have raised our expectations of what Effective practice looks like by increasing the minimum IMPACT score for this rating from 250 to 300. We weighed this decision carefully, and only settled on it after critically analyzing three years of performance data and talking with hundreds of our educators.

This shift undoubtedly increases accountability, but it also helps the school system more effectively prioritize and differentiate its professional development. Our hope is that, with guidance and support from school leaders, instructional coaches, master educators, and others, today's Developing teachers will become tomorrow's Highly Effective ones.

Ultimately, this change to IMPACT is about providing our students with the outstanding educators that they deserve and ensuring that every DCPS classroom is a place where students and their families can expect a world-class education.

## Is the Developing rating retroactive?

No. All Effective ratings from the 2009–2010, 2010–2011, and 2011–2012 school years will stand. Moving forward, however, educators must earn a final IMPACT score of 300 or higher in order to receive an Effective rating.

## If I earn a Minimally Effective rating and then a Developing rating, will I have one more year to improve?

Yes, you will have one additional year to improve your performance to Effective or Highly Effective. However, if you receive a third consecutive rating that is below expectations (i.e., Ineffective, Minimally Effective, or Developing), you will be subject to separation.

## If I earn a Developing rating and then a Minimally Effective rating, will I have one more year to improve?

No. In this case, your performance will have declined from below expectations (Developing) to significantly below expectations (Minimally Effective). As a result, you will be subject to separation.

## What professional development opportunities will DCPS have for Developing teachers?

Principals and instructional coaches are encouraged to prioritize Developing teachers for individual and collaborative learning cycles, and to work with teachers to create growth plans that outline key areas for improvement, professional development resources, and next steps.

Developing teachers are also encouraged to take advantage of additional resources housed on the Educator Portal including Reality PD, a library of professionally-produced lesson videos filmed in DCPS classrooms; resource sets for each Teach standard; and curricular materials aligned to the Common Core State Standards.

## What is IMPACT*plus*?

IMPACT*plus* is the performance-based compensation system for Washington Teachers' Union (WTU) members.

## Why does DCPS have a performance-based pay system?

DCPS and the WTU agreed in the most recent teachers' contract to develop and implement a performance-based pay system because we felt it was essential to demonstrate — in the boldest way possible — how much we value the work you do. IMPACT*plus* is the product of this groundbreaking collaboration. We are proud that outstanding DCPS educators are now being paid what they deserve. In fact, some have seen their compensation more than double. We recognize that you did not choose to enter the field of education for monetary reasons. But we also recognize that you deserve to be compensated as true professionals.

## Who created IMPACT*plus*?

As noted above, DCPS and the WTU collaboratively developed the system. As part of this process, we examined compensation models from around the country.

## Who is eligible for IMPACT*plus*?

Any WTU member who earns an IMPACT rating of Highly Effective is eligible for an annual bonus. Highly Effective and Effective teachers who reach the Advanced Teacher LIFT stage, and Highly Effective teachers who reach the Distinguished Teacher and Expert Teacher LIFT stages will be eligible for base salary increases as outlined later in this section.

## How do I know if I am a WTU member?

All teachers, instructional coaches, mentor teachers, librarians, counselors, related service providers, and a handful of other educators are part of the WTU. If you are not sure about your status, please contact the WTU at 202-293-8600.

## How will I know if I receive a Highly Effective rating?

You can find out by logging into the IMPACT database at [impactdcps.dc.gov](http://impactdcps.dc.gov). If you need assistance logging in, please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## How will I know my LIFT stage?

You can determine your LIFT stage by referring to your LIFT guidebook, which is available on the DCPS website. Beginning in September, you can also find this information by logging into the IMPACT database at [impactdcps.dc.gov](http://impactdcps.dc.gov).

## Do I need to be a “full” union member to be eligible for IMPACT*plus*, or is “agency fee” status enough?

You only need “agency fee” status to be eligible for IMPACT*plus*. To learn more about this status, please contact the WTU at 202-293-8600.

## How much can I earn under IMPACT*plus*?

Depending upon which IMPACT group you are in, and depending upon other factors like the free and reduced-price lunch rate of your school, you can earn nearly \$130,000 annually.

## How does IMPACT*plus* compare with the previous compensation system?

Under the previous contract, the starting salary was \$42,369 and it took 21 years to achieve the maximum salary of \$87,584. Under IMPACT*plus*, a Highly Effective teacher has the potential to earn \$79,975 in her/his first year, and can achieve the maximum salary of \$131,540 in just nine years.

## How does it work?

For teachers, IMPACT*plus* has two parts: an annual bonus and an increase in base salary.

## PART 1: ANNUAL BONUS

### How does the annual bonus work?

As noted in the introduction, to qualify for an IMPACT*plus* annual bonus, you must have an IMPACT rating of Highly Effective. With this rating, you will be eligible for an annual bonus according to the chart below.

YOUR IMPACT RATING	YOUR SCHOOL'S FREE AND REDUCED-PRICE LUNCH RATE	YOUR BONUS	YOUR ADD-ON IF YOU ARE IN IMPACT GROUP 1	YOUR ADD-ON IF YOU ARE IN ONE OF THE 40 LOWEST-PERFORMING SCHOOLS	YOUR TOTAL POSSIBLE ANNUAL BONUS
Highly Effective	60% or Higher	\$10,000	Additional \$5,000	Additional \$10,000	\$25,000
	59% or Lower	\$2,000	Additional \$1,000	n/a	\$3,000

### How do I know what my school's free and reduced-price lunch rate is?

Each school's rate is listed on the DCPS website at [dcps.dc.gov/DCPS/impactplus](http://dcps.dc.gov/DCPS/impactplus). If you work at more than one school, we will use the average of your schools' rates.

### Why do teachers in schools with high free and reduced-price lunch rates receive higher bonuses?

One of the goals of IMPACT*plus* is to help our highest-poverty schools attract and retain outstanding educators. This is why we are offering higher bonuses to the individuals who serve in these schools.

### Why do teachers in Group 1 receive a special add-on?

Teachers in Group 1 are unique in that 50% of their IMPACT assessment comes from student achievement data. Given the challenges associated with such a rigorous measure, we felt it was appropriate to recognize the most effective Group 1 educators with higher bonuses.

### How do I know if I am in IMPACT Group 1?

If you are not sure, please log into the IMPACT database at [impactdps.dc.gov](http://impactdps.dc.gov). If you need assistance logging in, please contact the IMPACT team at 202-719-6553 or [impactdps@dc.gov](mailto:impactdps@dc.gov).

### Why do teachers who work in the 40 lowest-performing schools receive a special add-on?

One of the goals outlined in DCPS's five year strategic plan, *A Capital Commitment*, is that by 2017, our 40 lowest-performing schools will increase proficiency rates by 40 percentage points. We felt it was appropriate to recognize the most effective educators in these schools with higher bonuses, given the additional challenges they face.

### How do I know if I work in one of the 40 lowest-performing schools?

If you are not sure, please ask your administrator. You may also contact the IMPACT team at 202-719-6553 or [impactdps@dc.gov](mailto:impactdps@dc.gov).

### **If I retire at the end of the 2012–2013 school year, will I be eligible for the bonus?**

Yes.

### **Will the bonus count towards my pension calculation?**

No.

### **If I resign at the end of the 2012–2013 school year, will I be eligible for the bonus?**

No. In addition to recognizing and rewarding excellent teachers, IMPACT*plus* aims to retain them. Thus, to be eligible for the bonus, you must be employed by DCPS, or be a new entrant to the teachers' retirement system, at the time of the bonus distribution.

### **If I am separated from the school system for disciplinary reasons, will I be eligible for the bonus?**

No.

### **If I am employed by DCPS for only part of the school year, will I receive the full bonus?**

No. Assuming you are employed by DCPS (or are a new retiree) at the time of the bonus distribution, your bonus will be prorated according to the number of full months you worked during the school year in which you earned the Highly Effective rating.

### **Can I receive the add-on for teaching in one of the 40 lowest-performing schools even if I am not in Group 1?**

Yes.

### **Can I receive the add-on for being in Group 1 even if I do not teach in one of the 40 lowest-performing schools?**

Yes.

### **Are there any conditions attached to accepting the bonus?**

Yes. After accepting the bonus, you will no longer have access to the “extra year” or buyout options if you are excessed in the future and cannot find a placement at another school. To learn more about these options, please consult the WTU contract (Section 4.5.5) at [www.wtulocal6.org](http://www.wtulocal6.org).

### **Am I required to accept the bonus?**

No. If you would prefer not to give up the “extra year” or buyout options related to excessing, you may forgo the bonus.

### **How will I communicate to DCPS whether I want to accept the bonus?**

Once final IMPACT reports are available, the IMPACT team will notify you via email if you are eligible for an IMPACT*plus* bonus. You will submit your acceptance decision by logging into the IMPACT database at <http://impactdcps.dc.gov>. DCPS will provide more details at that time.

### **When will I receive my bonus?**

All bonuses will be paid by the end of the calendar year in which they are earned.

### **Will the bonus be subject to District of Columbia and federal income taxes?**

Yes.

### **If I earn a Highly Effective rating again next school year (2013–2014), will I be eligible for another bonus?**

Yes. You will be eligible every year that you earn a Highly Effective rating.

### **If I have additional questions about the annual bonus, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdcps@dc.gov](mailto:impactdcps@dc.gov).

## PART 2: INCREASE IN BASE SALARY

### How does the increase in base salary work?

Base salary increases for teachers will now align with the Leadership Initiative For Teachers (LIFT)\* career ladder.

YOUR SCHOOL'S FREE AND REDUCED-PRICE LUNCH RATE	YOUR LIFT STAGE	YOUR SERVICE CREDIT
60% or Higher	Advanced	2 Years
	Distinguished	5 Years <sup>†</sup>
	Expert	5 Years <sup>†</sup>

<sup>†</sup> In addition to the five-year service credit, teachers at the Distinguished Teacher stage will move to the master's degree salary band if not already there, and teachers at the Expert Teacher stage will move to the PhD salary band if not already there.

### ADVANCED TEACHER STAGE

At the Advanced Teacher stage, teachers in high-poverty schools will be eligible for an increase in their base salaries in the form of a service credit. Advanced Teachers will be granted a two-year service credit, meaning that they will be paid as if they had two additional years in the system.

*For example, let's imagine that it is the end of the 2012–2013 school year, and your IMPACT rating qualifies you to move to the Advanced Teacher stage. Let's also imagine that you just finished your fourth year of teaching in a high-poverty school, and that you have a master's degree. For the 2013–2014 school year — your fifth year of teaching — we would actually pay you as if you were in your seventh year (5 years + 2 year service credit). In this case, your salary would increase from \$61,158 to \$69,132 — a base salary increase of nearly \$8,000.*

### DISTINGUISHED TEACHER STAGE

At the Distinguished Teacher stage, teachers in high-poverty schools will be eligible for an increase in their base salaries.

The base salary increase will take two forms. First, teachers will move to the master's degree salary band if they are not already there. Second, they will be granted a five-year service credit, meaning that they will be paid as if they had five additional years in the system.

*For example, let's imagine that it is the end of the 2012–2013 school year, and your IMPACT rating qualifies you to move to the Distinguished Teacher stage. Let's also imagine that you just finished your fifth year of teaching in a high-poverty school, and you do not have a master's degree. For the 2013–2014 school year — your sixth year of teaching — we would actually pay you as if you had a master's degree and were in your eleventh year (6 years + 5 year service credit). In this case, your salary would increase from \$56,655 to \$81,335 — a base salary increase of nearly \$25,000.*

\* The Leadership Initiative For Teachers (LIFT) is explained in full in a separate guidebook that is posted on the DCPS website.

## EXPERT TEACHER STAGE

At the Expert Teacher stage, teachers in high-poverty schools will be eligible for an increase in their base salaries.

The base salary increase will take two forms. First, teachers will move to the PhD salary band if they are not already there. Second, they will be granted a five-year service credit.

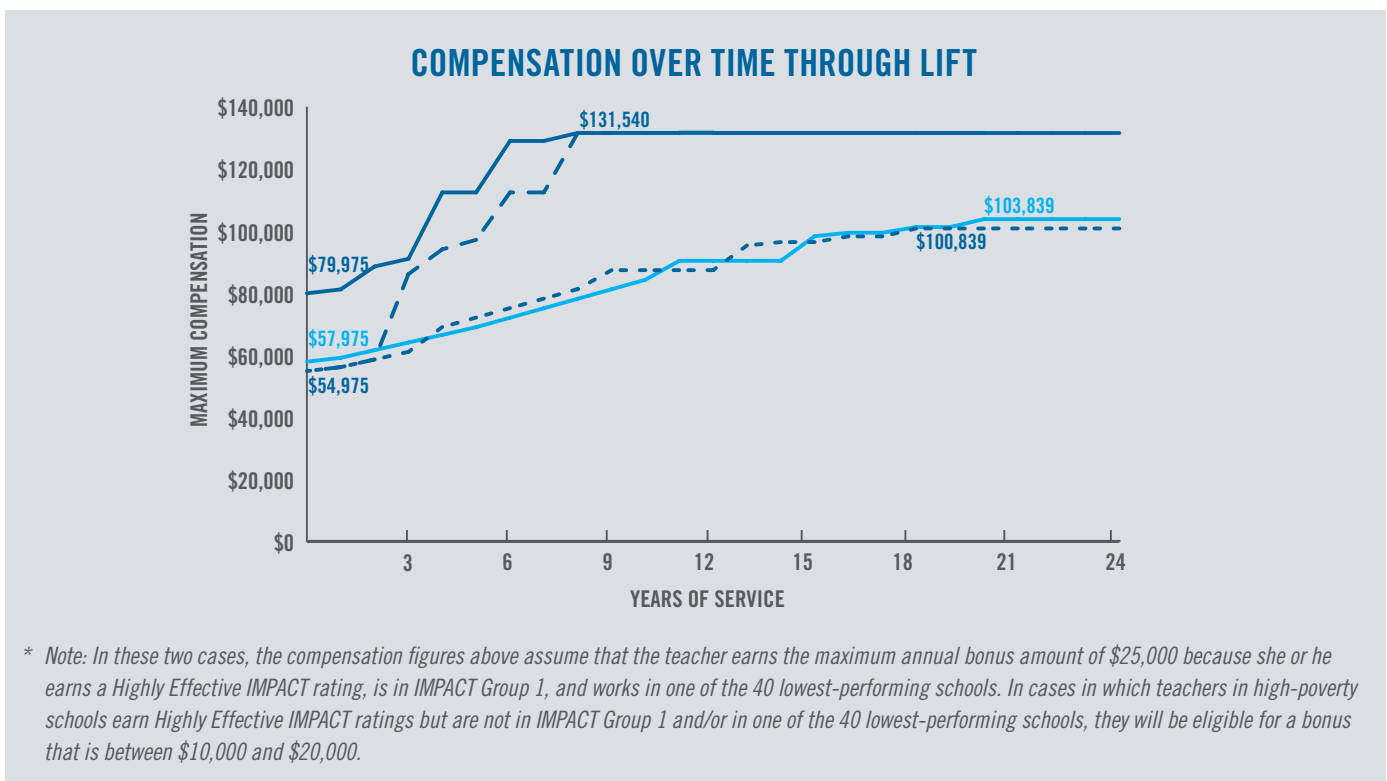
*For example, let's imagine that it is the end of the 2012–2013 school year and your IMPACT rating qualifies you to move to the Expert Teacher stage. Let's also imagine that you have a master's degree, and you just finished your ninth year of teaching in a high-poverty school. For the 2013–2014 school year — your tenth year of teaching — we would actually pay you as if you had a PhD and were in your fifteenth year (10 years + 5 year service credit). In this case, your salary would increase from \$75,232 to \$92,613 — a base salary increase of more than \$17,000.*

## How will my compensation increase over time through LIFT?

All Effective and Highly Effective teachers will continue to earn the annual step increases outlined in the Washington Teachers' Union contract. However, at the Advanced, Distinguished, and Expert Teacher LIFT stages, teachers will earn significantly larger base salary increases, as outlined above.

The graph below represents compensation over time for four hypothetical teachers with master's degrees:

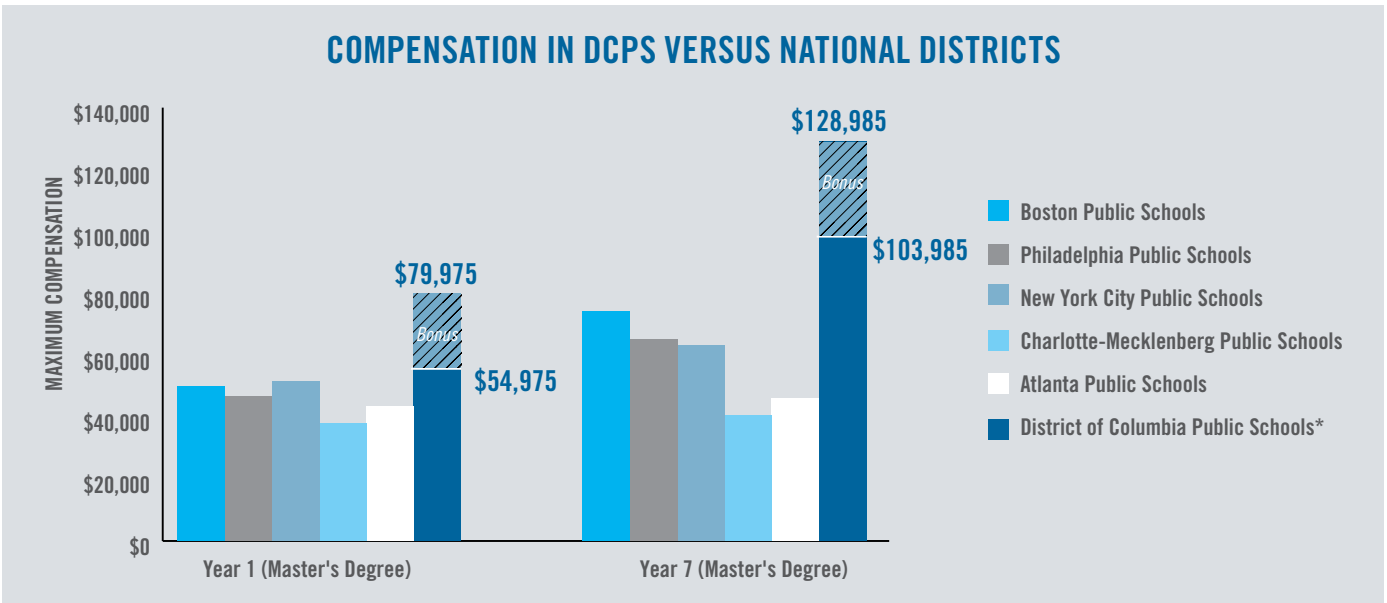
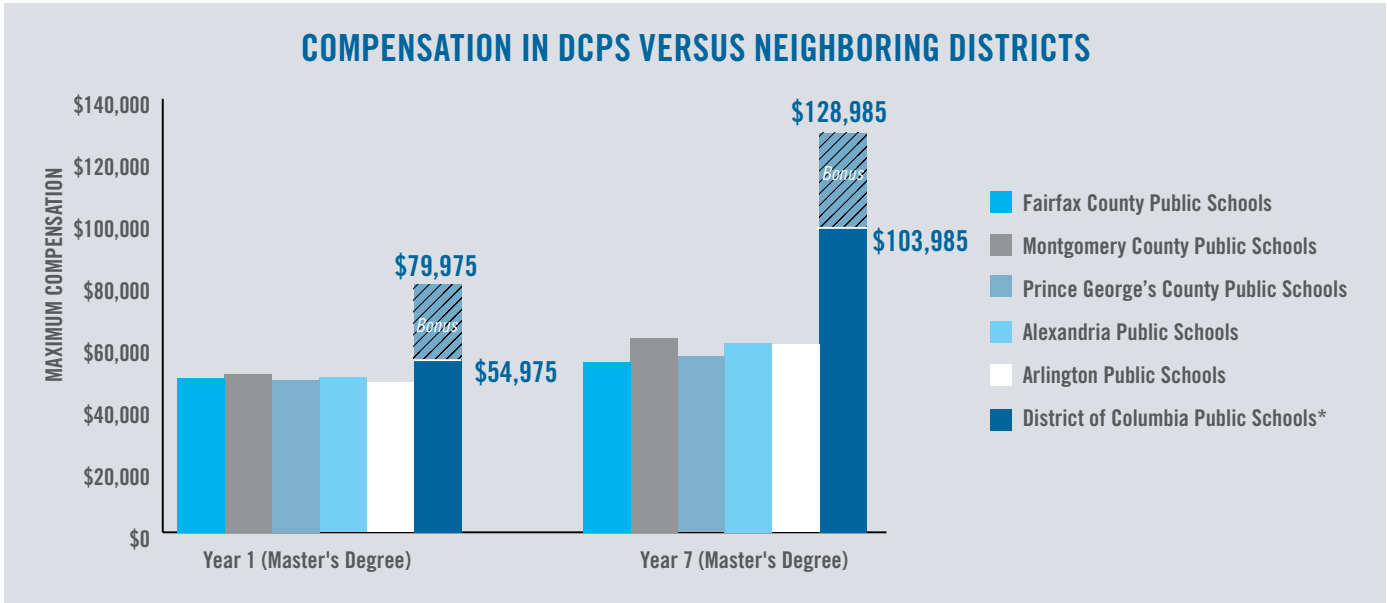
- **Teacher 1:** A teacher who consistently earns Highly Effective ratings at a high-poverty school\*
- - - **Teacher 3:** A teacher who consistently earns Effective ratings at a high-poverty school
- - **Teacher 2:** A teacher who earns three years of Effective ratings before earning Highly Effective ratings at a high-poverty school\*
- **Teacher 4:** A teacher who consistently earns Highly Effective ratings at a low-poverty school





## How are DCPS teachers compensated compared to teachers in other districts?

Outstanding DCPS teachers are compensated at unprecedented levels. As shown in the following figures, DCPS teachers earn significantly more than teachers in other districts in the DC metro area, as well as teachers in similar urban school districts across the country. In fact, teachers' salaries in DCPS exceed those in other districts even without including the annual bonuses and base salary increases that are available to high performers.



\* Note: The compensation figures for DCPS reflect the maximum salaries for Highly Effective teachers who earn the maximum annual bonus amount of \$25,000 because they are in IMPACT Group 1 and work in one of the 40 lowest-performing schools. In cases in which teachers in high-poverty schools earn Highly Effective IMPACT ratings but are not in IMPACT Group 1 and/or in one of the 40 lowest-performing schools, they will be eligible for a bonus that is between \$10,000 and \$20,000.

### **Will the service credit count for retirement eligibility?**

No. Your retirement eligibility will still depend on the actual number of years you have worked in the school system.

### **For how many years do I need to teach in a high-poverty school in order to qualify for the base salary increase?**

You must be teaching in a high-poverty school during the year in which you qualify for a service credit and during the following school year.

For example, imagine that you are at the Established Teacher stage during the 2012–2013 school year. If you earn a Highly Effective rating at the end of the year, you will begin the 2013–2014 school year at the Advanced Teacher stage. In order to qualify for the two-year service credit at the Advanced Teacher stage, your school in 2012–2013 and in 2013–2014 must be high-poverty.

### **Are there any conditions attached to accepting the increase in base salary?**

Yes. After accepting the increase, you will no longer have access to the “extra year” or buyout options if you are excessed in the future and cannot find a placement at another school. To learn more about these options, please consult the WTU contract (Section 4.5.5) at [www.wtulocal6.org](http://www.wtulocal6.org). Am I required to accept the increase in base salary?

### **Am I required to accept the increase in base salary?**

No. If you would prefer not to give up the “extra year” or buyout options related to excessing, you may forgo the increase in base salary.



Andy Le



Michael DeAngelis



Bel Perez Gabilondo



Bel Perez Gabilondo

**If I have additional questions about the increase in base salary, whom should I contact?**

Please contact the IMPACT team at 202-719-6553 or [impactdpcs@dc.gov](mailto:impactdpcs@dc.gov).

# CONCLUDING MESSAGE

This system is called “IMPACT” because you, the adults serving in our schools, have the ability to make a dramatic, positive impact on our students’ lives. You are the most important lever of change in our school system.

Our new strategic plan, *A Capital Commitment*, is an ambitious vision of what our collective impact will be in five years, and it is our opportunity — as individual educators, as an entire school system, and as a broader community — to truly prove what’s possible.

While the goals we have set for the next five years are bold, they represent what we can and must do, together, to ensure that our students receive a first-rate education that will open a world of possibilities for them.











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