



Key Changes to IMPACT for 2012-2013

Raising Expectations

Key Change: The minimum score required for an Effective rating has been raised from 250 to 300 on the 100-400 IMPACT scale.

Today's changes also include a new fifth rating, **Developing**, for teachers who earn final scores between 250 and 299.

- The full range is: Ineffective (100 to 199), Minimally Effective (200 to 249), Developing (250 to 299), Effective (300 to 349), and Highly Effective (350 to 400).
- Teachers who earn Developing ratings will have three years to take advantage of the district's professional development, including system-wide school-based coaching, videos of exemplary practice, and a new program of content-specific support that will be provided to teachers in the system's 40 lowest-performing schools. Teachers who are still not meeting expectations after three years will be subject to separation from the system.
- The modifications to ratings were made based on three years of IMPACT data, along with extensive feedback from school leaders, educators, and senior district staff. The data and feedback indicated that DCPS's definition of teacher effectiveness needed to be more rigorous if the district is to dramatically accelerate student achievement, and that the old Effective category, which included 68% of teachers in 2011-12, was too wide a range to be a high standard. For example, teachers scoring at the low end of the old Effective category (250) produced 8 fewer months of learning in math and 6 fewer months of learning in reading than did teachers at the top end of the category (350).

Broadening Measurement of Student Achievement

Key Change: IMPACT will continue to weight student achievement at 50% of a teacher's evaluation, but it will now include multiple measures of student learning.

- Research indicates, and we believe strongly, that value-added is the fairest and most accurate method of capturing a teacher's impact on student achievement, but we recognize that it does not reflect everything students have learned.
- Value-added will now be weighted at 35%. For the other 15%, each teacher will work with her or his principal to collaboratively select an assessment and set learning goals against which the teacher will be evaluated.

Increasing Support and Flexibility

Key Change: Teachers in their first year in DCPS will receive an informal administrator observation before they receive any formal observations.

- This informal observation will be an opportunity for new teachers to receive a full set of scores and suggestions for improvement before being given any scores that count toward their final rating. Also, new teachers will not be observed by a master educator until January, giving them more than four months to become comfortable with the system.

Key Change: IMPACT observations will be differentiated based on teacher performance in order to recognize outstanding performance and increase support.

- Consistently high-performing teachers – both teachers who are consistently Highly Effective and those who have consistently scored in the top half of the Effective category – will be able to waive some of their formal observations.
- This recognizes our strong teachers, and will also free up more time for principals to support struggling teachers.

Key Change: In cases in which one observation score is at least one point lower than the average of the other observation scores, the lowest score will be dropped.

- This change recognizes that for any number of reasons – a lesson that went poorly, a first attempt at a new teaching strategy, or a last minute change to the daily schedule – even outstanding teachers are not always at their best.

Key Change: We will continue to expand the developmental aspects of IMPACT.

- In addition to informal observations, teachers will also continue to participate in instructional coaching learning cycles. Teachers in the district's 40 lowest-performing schools will receive intensive support from a cohort of master educators.
- A broad range of instructional and pedagogical resources – including videos of best practice and extensive curricular resources – will be posted on the district's new online platform for professional development.

Key Change: IMPACT $plus$ bonuses and base salary increases will be adjusted to focus our limited resources on recognizing the best teachers in our highest-need schools.

- The maximum annual bonus is \$25,000, just as in past years; \$10,000 of this bonus will be for teachers who work in our 40 lowest-performing schools.
- Only teachers in high-poverty schools (more than 75% of our teaching force) will be eligible for IMPACT $plus$ base salary increases.