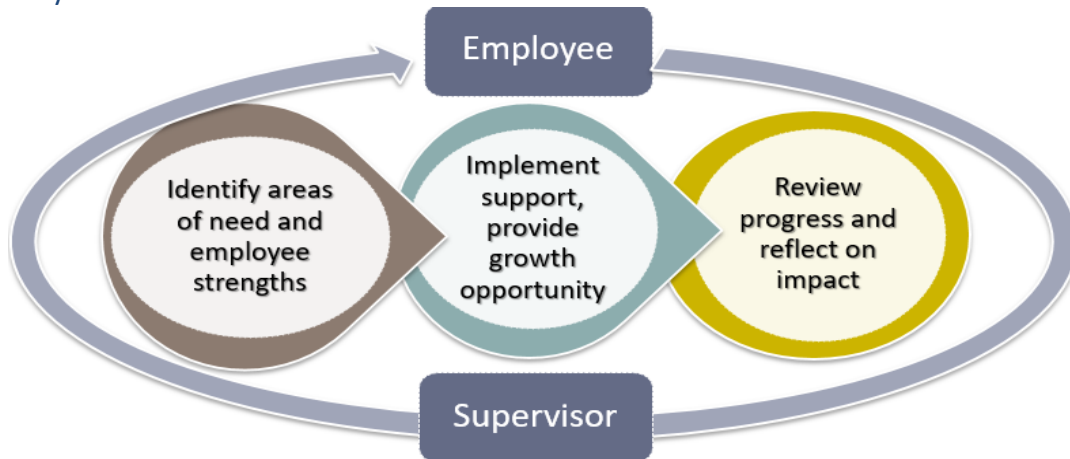


## Your SY 2023-24 Teacher Effectiveness Evaluations: Year at a Glance

In City Schools, we recognize our responsibility to provide the students of Baltimore City with the world-class education that will empower them to hone their gifts and give them the skills they need to pursue the future that calls them. Authentic, meaningful evaluations of performance are one critical component to meeting this responsibility and should drive discussions and actions to develop and support those who work with our students.

Please review [Board Policy GCO](#) and its accompanying regulations for more information about employee evaluations in City Schools.

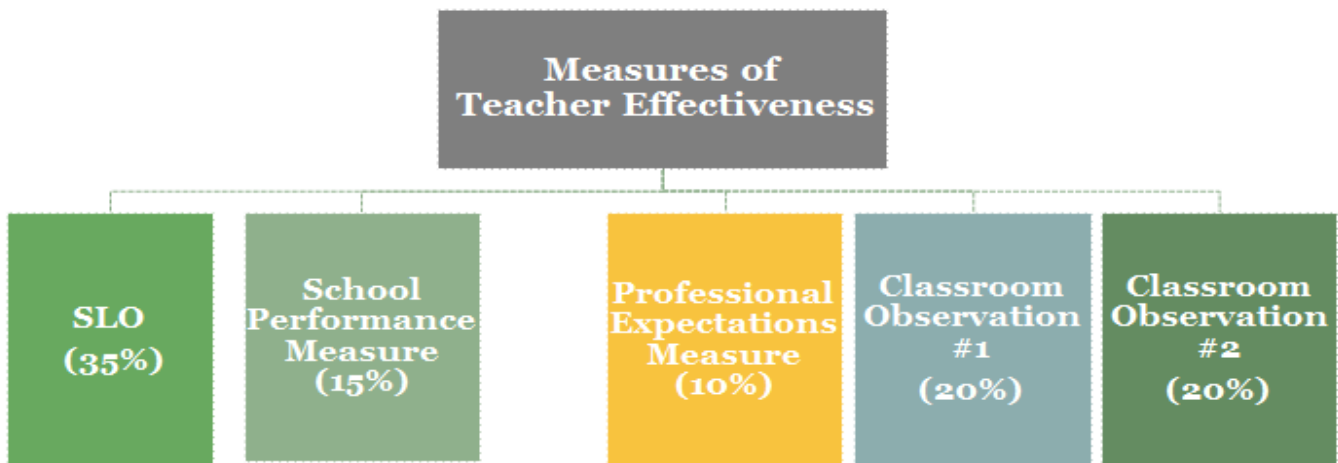


From the professional development goals set in an educator’s Individual Development Plan to the feedback they receive following an observation of their practice, steps in the evaluation cycle can be one part of an educator’s personalized learning and support during this school year.

### The SY 2023-24 Teacher Effectiveness Evaluation: Components and Weights

SY 2023-24 Teacher Effectiveness Evaluation will maintain the model that teachers and supervisors have experienced since SY 2014-15 in order to ensure continuity and focus on teacher development and authentic conversations about performance.

Where performance data is not available, other components will be reweighted. **For example, because there isn’t data to calculate the School Performance Measure for this year, the remaining components will be reweighted.** Please review the reweighting scenarios one-pager on our [Performance Evaluation webpage](#) for more details.



## Looking Ahead: Steps in the SY 2023-24 Teacher Effectiveness Evaluation

Date	Action Item	What to Expect
October 27 <sup>th</sup>	Initial Planning Conference and Individual Development Plan (IDP)	<ul style="list-style-type: none"> <li>• You will prepare your IDP prior to the conference;</li> <li>• You will review your goals, performance information, and student data; and</li> <li>• You will discuss an action plan and supports.</li> </ul>
November 3 <sup>rd</sup>	Submit Student Learning Objective (SLO) Target <u>or</u> SLO Exemption request	<ul style="list-style-type: none"> <li>• Your SLO Ambassador will provide information on what is expected and there will be content / grade level resources for your review; and</li> <li>• There will be opportunities for collaboration and targeted suggestions for support and development.</li> </ul>
November 17 <sup>th</sup>	SLO Approval	<ul style="list-style-type: none"> <li>• Prior to this date, you will receive feedback from your SLO approver about your SLO and possible changes.</li> </ul>
December 8 <sup>th</sup>	1 <sup>st</sup> Formal Observation	<ul style="list-style-type: none"> <li>• There will be a pre- and post- conference to discuss your lesson/activity to be observed, the observation, your performance, and its connection with your SLO; and</li> <li>• There will be opportunities for constructive feedback and targeted suggestions for support and development.</li> </ul>
January 26 <sup>th</sup>	Mid-Year Performance Review	<ul style="list-style-type: none"> <li>• You will review progress towards your IDP goal;</li> <li>• You will review your SLO and any supports / instructional strategies needed; and</li> <li>• You will have an opportunity for self-reflection with the Professional Expectations task.</li> </ul>
April 5 <sup>th</sup>	Submit SLO student data for scoring verification	<ul style="list-style-type: none"> <li>• You will have the opportunity to review your students' progress and reflect on your instructional practice.</li> </ul>
April 5 <sup>th</sup>	2 <sup>nd</sup> Formal Observation, 3 <sup>rd</sup> Formal Observation ( <i>if applicable</i> )	<ul style="list-style-type: none"> <li>• There will be a post- conference to discuss the observation, your performance, and its connection with your SLO;</li> <li>• This will be an unannounced formal observation and you will not have prior knowledge of when the observation will take place; and</li> <li>• There will be opportunities for constructive feedback and targeted suggestions for support and development.</li> </ul>
April 5 <sup>th</sup>	Professional Expectations	<ul style="list-style-type: none"> <li>• You will receive constructive feedback and targeted suggestions for support and development; and</li> <li>• You will have the opportunity to provide feedback on this measure and share examples of your professional contributions, if applicable.</li> </ul>
April 19 <sup>th</sup>	SLO will be scored based on student data	<ul style="list-style-type: none"> <li>• You will see your SLO Final Score and any additional comments in Blackboard.</li> </ul>
One week before last day of school	Annual Evaluation	<ul style="list-style-type: none"> <li>• You will have the opportunity to review performance data gathered across the year; and</li> <li>• You will receive notification by May 1<sup>st</sup> – or the next work day – if you have an <i>Ineffective</i> rating.</li> </ul>

Teachers who do not complete the SLO process in the appropriate electronic system will receive a score of "25" (out of 100 possible points) on the SLO component of their SY 2023-24 evaluation.