



**NORWALK**  
Public Schools

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# 2020-2021 Certified Staff Educator & Evaluation Support Plan Orientation

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# Flexibilities for Educator Evaluation

**TO:** Superintendents of Schools  
Superintendents of Unified School Districts  
Directors of Public Charter Schools  
Directors of Approved Private Special Education Programs  
Executive Directors of Regional Educational Service Centers

**FROM:** Dr. Miguel A. Cardona, Commissioner 

**DATE:** August 11, 2020

**SUBJECT:** **Flexibilities for Implementing the *CT Guidelines for Educator Evaluation 2017* for the 2020-2021 School Year**

The disruption to our educational system during the COVID-19 pandemic has been significant and has affected multiple systems within our schools. As each local educational agency (LEA) prepares for the return to school, the CT State Department of Education (CSDE) is providing one-time flexibilities within the *Guidelines for Educator Evaluation 2017* ([Guidelines](#)) and Connecticut General Statute Section 151b. Pursuant to Executive Order 7C, this document reflects my order implementing these flexibilities, which take effect immediately and will be in place for the 2020-2021 school year only.

# Flexibility Guidelines, Student Learning Indicators

- **Certified staff shall set two student learning objectives through mutual agreement with their evaluator.**
- **One SLO shall be academic and the other, social and emotional, student engagement or family engagement focused.**
- **Each SLO shall have a minimum of one indicator or measure of accomplishment**

# Flexibility Guidelines, Summative Ratings

- **Summative ratings are waived for the 2020-2021 school year. The waiver does not change the expectation that evaluators will provide substantive feedback to educators. Based upon data and evidence collected throughout the year, educators will complete a self-assessment, and evaluators will complete a narrative summary of the educator's performance.**

# Flexibility Guidelines, Improvement and Remediation Plans

- **These flexibilities shall not be interpreted to mean improvement and remediation plans are unnecessary. Any evaluator who continues to have concerns about an educator's performance should ensure it is appropriately communicated and documented, and development opportunities are provided, even without summative ratings.**
- **Communication between evaluators, educators, and the exclusive bargaining representative shall take place regarding the status of existing plans. Primary evaluators shall be provide formative documentation when developing a plan in consultation with the educator and exclusive bargaining representative.**

# Flexibility Guidelines, Observation Process for Certified Staff

- **Observations of performance and practice shall be formative in nature, and take place more frequently and for shorter amounts of time throughout the school year for the purpose of providing feedback and support.**
- **Written feedback from observations shall be based on the current PDEC approved observation rubrics found in My Learning Plan. Recommendations for professional learning shall be included in the feedback process.**

# Flexibility Guidelines, Observation Process for Certified Staff

- **Teachers new to the district, second year teachers and those most recently rated below standard or developing shall receive a minimum of three informal observations and a minimum of one review of practice.**
- **Teachers with three or more years of experience and those most recently rated proficient or exemplary shall receive a minimum of two informal observations and a minimum of one review of practice.**

# NPS 2020-2021 Evaluation Timeline

<b>October 6, 2020</b>	<b>The Connecticut State Dept of Education (CSDE) approves Norwalk's request to amend the Educator Evaluation and Support Plan (EESP)</b>
<b>October 19, 2020</b>	<b>School principals present the 2020-2021 EESP Orientation to all certified staff</b>
<b>Oct 20- Nov 20, 2020</b>	<b>Goal setting conferences held and completed in My Learning Plan</b>
<b>January-February, 2021</b>	<b>Mid-year conferences held and completed in My Learning Plan</b>
<b>June 16, 2021</b>	<b>End-of-year conferences held. Teacher self-assessment and narrative summary of performance completed in My Learning Plan</b>

# Frequently Asked Questions

- **Please refer to the NPS Teacher Evaluation and Professional Learning Plan 2020-2021 Flexibility Options**