

Principle 3	Waiver Section	Item	Description and Rationale
53	3A- Develop and Adopt Guidelines for Local Teacher and Principal Evaluation and Support Systems.	Development and use of a rubric and peer-review process to ensure that guidelines and parameters are followed.	<p>The renewal request describes the following improvements to the P3 Self-and Peer Review Process:</p> <ul style="list-style-type: none"> <li>• The self- and peer-review cycle and rubric were finalized and used in 2014-2015.</li> <li>• The participating districts engaged in a 2-day norming and calibration event</li> <li>• Participating districts have completed a comprehensive self- and peer-review cycle.</li> <li>• The full development and implementation cycles, activities and rubric are included in the appendix.</li> </ul>
54	3A- Develop and Adopt Guidelines for Local Teacher and Principal Evaluation and Support Systems.	Ensuring the use of multiple valid measures to determine performance levels including, as a significant factor student growth for all students and other professional practices.	<p>Earlier amendment request is repeated, asking for extended timeline for full implementation of growth measures as part of evaluations to be piloted in 2015 and fully implemented in 2016. This is necessary due to the absence of two-years of available SBAC data until 2016. Districts will use other available outcome data in 2015-2016.</p> <p>The renewal request includes the following elements related to incorporating growth measures as part of educator evaluations for pilot implementation in 2015-2016 and full implementation in 2016-2017:</p> <ul style="list-style-type: none"> <li>• For tested grades and subjects: <ul style="list-style-type: none"> <li>- Board approved general design approach for CORE Growth Model</li> <li>- RFP for Growth Model Vendor (included in the appendix)</li> <li>- “Trigger Model” newly titled as the “Learning Impact Model”</li> <li>- Scoring Guidance and parameters developed and approved (included in appendix)</li> </ul> </li> <li>• For Non-tested Grades and Subjects: <ul style="list-style-type: none"> <li>○ CORE engaged the help of several external partners to develop a plan for measuring growth in Non-tested grades and subjects</li> <li>○ A CORE SLO model with 10 guiding principles was designed and approved by the CORE Board on December 2<sup>nd</sup> (included in appendix)</li> </ul> </li> </ul>

			<ul style="list-style-type: none"> <li>○ Guide Book and web-based resources were developed by CORE (included in appendix)</li> <li>○ Districts will pilot SLO or approved alternative in Fall 2015</li> </ul>
55	<b>3B-</b> Ensure LEAs Implement Teacher and Principal Evaluation and Support Systems	Comprehensive documentation of rigorous peer review process, guidance provided to districts and an updated High-Quality Plan.	<ul style="list-style-type: none"> <li>• The renewal request describes improvements to the Peer Review Process also referenced in section 3A and includes updated protocols in the appendix.</li> <li>• The renewal request includes an updated EES Handbook in the appendix.</li> <li>• The renewal request includes an updated High-Quality Plan for Implementation with status updates.</li> </ul>