

Return to Learn: The TLE 2020-21

- TLE Observations and Evaluations will be conducted during the 2020-2021 school year. The TLE Qualitative Report SY 2020-2021 data collection window will be open from May 3, 2021 through June 18, 2021. The TLE Qualitative Report will collect final qualitative evaluation scores as well as 2020-2021 Professional Learning (PL) Focus topics and completion status.
- Non-exempt career educators will have two observations and one evaluation for the school year.
- The probationary guidance provided in 2019-2020 suggesting that non-career status educators be observed once 1st nine weeks, once 2nd nine weeks and once 3rd nine weeks with a final evaluation conducted 4th nine weeks is considered best practice in providing support to probationary educators over the course of the school year. Due to Covid-19 restrictions, districts may choose to conduct one evaluation cycle consisting of two observations and one evaluation in the fall and another evaluation cycle in the spring. This option will relax the time constraints of the quarterly observations previously mentioned.
- The state-approved TLE rubrics will be used to observe and evaluate educators for the 2020-2021 school year. These rubrics can be utilized for either in-person or virtual instruction.
- Face-to-face, actionable feedback is provided by the evaluator following each observation and for the evaluation(s). This conference may be held in-person or virtually as needed due to district, state or national Covid-19 restrictions.
- TLE timelines remain in place. The observation conference with actionable feedback occurs within 5 instructional days (whether in-person or virtual) of the observation. There must be at least 10 instructional days between the observation conference and the next observation providing the time necessary for the educator to adjust instruction based on the feedback from the observation conference.
- Teacher and Leadership Development Advisory (formerly TLE Advisory) is in the process of developing a guidance to be used by evaluators and those being evaluated. This guidance will provide examples of evidence for each indicator/element that may be seen in-person or in the virtual setting. The

guidance will also recommend that during the required pre-observation conference the evaluator and the one being evaluated discuss the expectations of the evaluator in regards to the evaluation rubric. This guidance will be announced in the admin newsletter and made available on the TLE webpage upon completion.

- Those being evaluated continue to have the opportunity to upload evidence needed to support the evaluation. For instance, the evaluator may not observe the accommodations being made in alignment with a student's IEP, but evidence of the accommodation can be uploaded into the educator's portfolio to support the indicator/element.
- Evaluators should conduct classroom walkthroughs in both the on-site and virtual classrooms. Walkthroughs are not part of the formal evaluation; however, walkthroughs provide important information to evaluators concerning needed professional development and the culture and climate of the building.