

Superintendent File: GCN-R

INTEGRITY AND INTER-RATER RELIABILITY IN EVALUATION OF LICENSED STAFF

The evaluation system of licensed teachers using the Continuing Improvement of Teacher Effectiveness (CITE) requires systematically monitoring for evaluator and evaluation integrity, inter-rater reliability and consistent evaluation of the CITE standards across the District and within each school. The process described in GCN-R-1 shall be used to assess the reliability and quality of implementation of the CITE rubrics. This process is designed to assess the implementation of the evaluation process and CITE by evaluators. The procedures for appeals of effectiveness ratings by teachers are described in Appendix 2 of the Compensation and Benefits Program – Certified.

Assessment and System Performance Review

The Assessment and System Performance Department shall analyze the evaluation ratings of licensed staff and report statistically significant anomalies in evaluation to the Superintendent. Two standard deviations from the norm are presumptively statistically significant.

Level 1 Review

If the System Performance Department reports a statistically significant anomaly in evaluations, or if a credible report of impropriety by an evaluator in the evaluation process is founded, then the evaluator's direct supervisor shall conduct a review of a sample of 20% of the evaluations completed by the evaluator whose reviews are in question. If the Level 1 Review is the result of an allegation of impropriety involving the evaluator's supervisor, then the next higher supervisor in the chain of command shall conduct the Level 1 Review. A Level 1 Review shall consider the information in the District's records of the observation and data collection procedures used, and documents and evidence in the records used by the evaluator to support the teacher's rating.

Level 2 Review

If the Level 1 Review finds evaluations conducted improperly and/or unsupported by evidence in the records, the evaluator shall meet with a panel of 3 or 5 impartial District evaluators to review the evaluation process and evidence supporting the ratings. If the Level 2 Review is the result of the evaluator's impropriety, it may be impractical or inappropriate for the evaluator to participate. In such instances, the evaluator's supervisor shall meet with the panel. The decision of the Level 2 Review panel shall be made by consensus.

Determination

If the Level 2 Review finds that the evidence supports a different evaluation rating for any licensed staff member, then the affected employee shall be notified and an individual summative conference shall be held with the employee and evaluator and/or supervisor to explain in detail any adjustments to the employee's rating. If the Level 2 Review is the result of the evaluator's impropriety, it may be impractical or inappropriate for the evaluator to participate. In such instances, the evaluator's supervisor shall conduct the summative conference.

Appeals from Level 2 Review

Any employee (including a probationary employee) who disagrees with a change in his or her performance rating resulting from a Level 2 Review may appeal within five (5) business days using the process described in Appendix 2 of the Compensation and Benefits Program – Certified, with the exception that the appeal shall be heard by a member of the Level 2 appeals panel.

Confidentiality

All reviews conducted under this policy are considered to be confidential. Any disclosure of documents or discussion regarding the reviews without authorization from the Superintendent or designee may be grounds for disciplinary action up to and including termination.

Adopted by Superintendent: January 9, 2014