



"Wow, I'm so excited for my performance appraisal today!"
Said no one ever.

Teacher Performance Appraisal (TPA)

Tuesday, November 26, 2019

Presenter

*Glenda Manzi, Vice President
ETFO Thames Valley Teacher Local*

The purpose of a TPA is to foster Teacher development, provide meaningful appraisal and identify opportunities for support.

It is intended to be a professional dialogue and collaboration between the Teacher and the Principal in which both take an active role.

Teacher supervision is ongoing (ALP, classroom observation). On a five year cycle there is Teacher Performance Appraisal. There are 4 years without evaluation and the fifth year is evaluation year. There can be an evaluation out of cycle if there are significant performance concerns. Some leaves may also impact the teaching period.



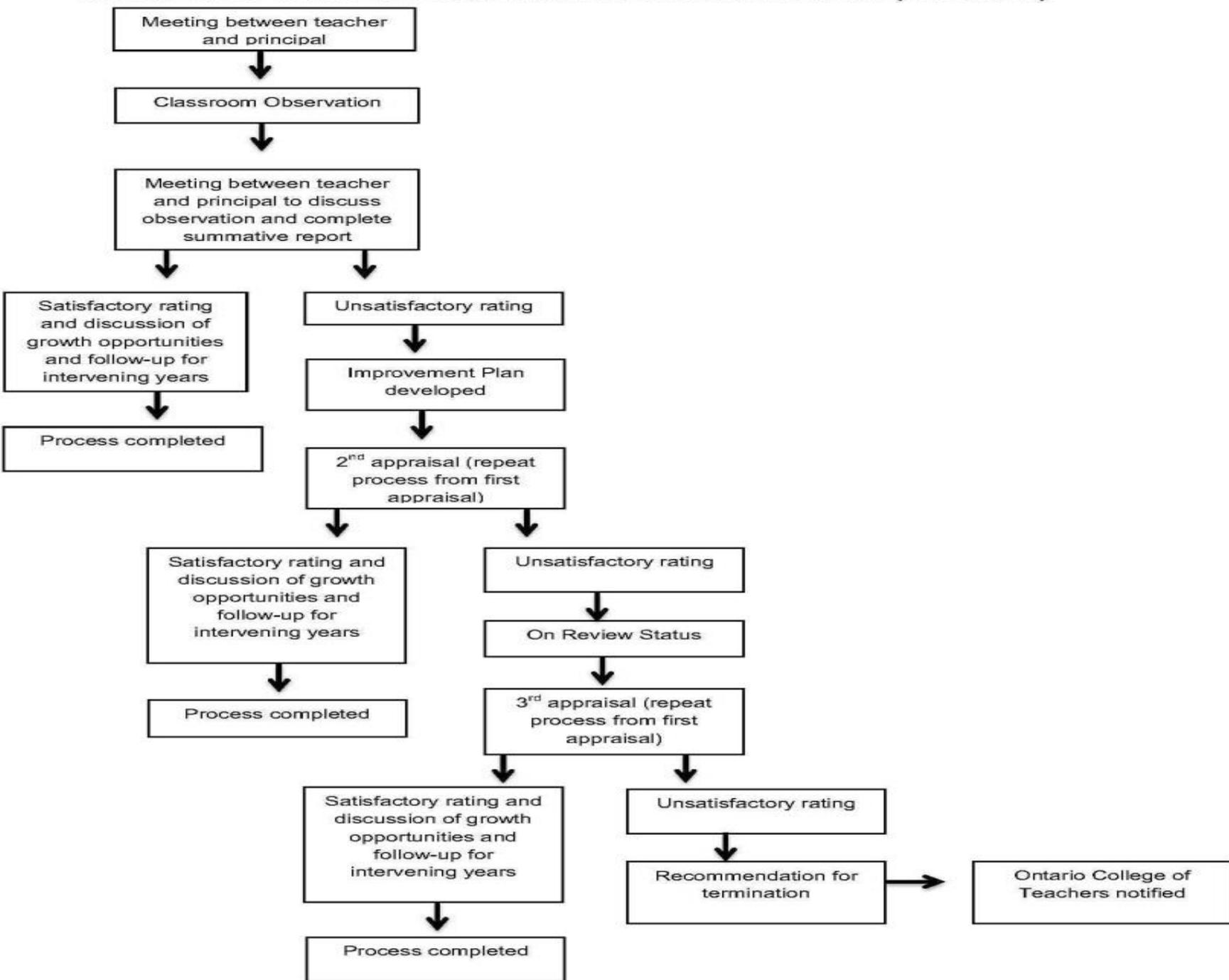


Notification of an evaluation year must be given to the teacher by **October 10th**. If notification is given after **October 10th** members are advised to contact the Thames Valley Teacher Local office at **519-474-3150**.

TPA process will not begin after **May 31st**, unless requested by the teacher.



EXPERIENCED TEACHER PERFORMANCE APPRAISAL PROCESS (OVERVIEW)



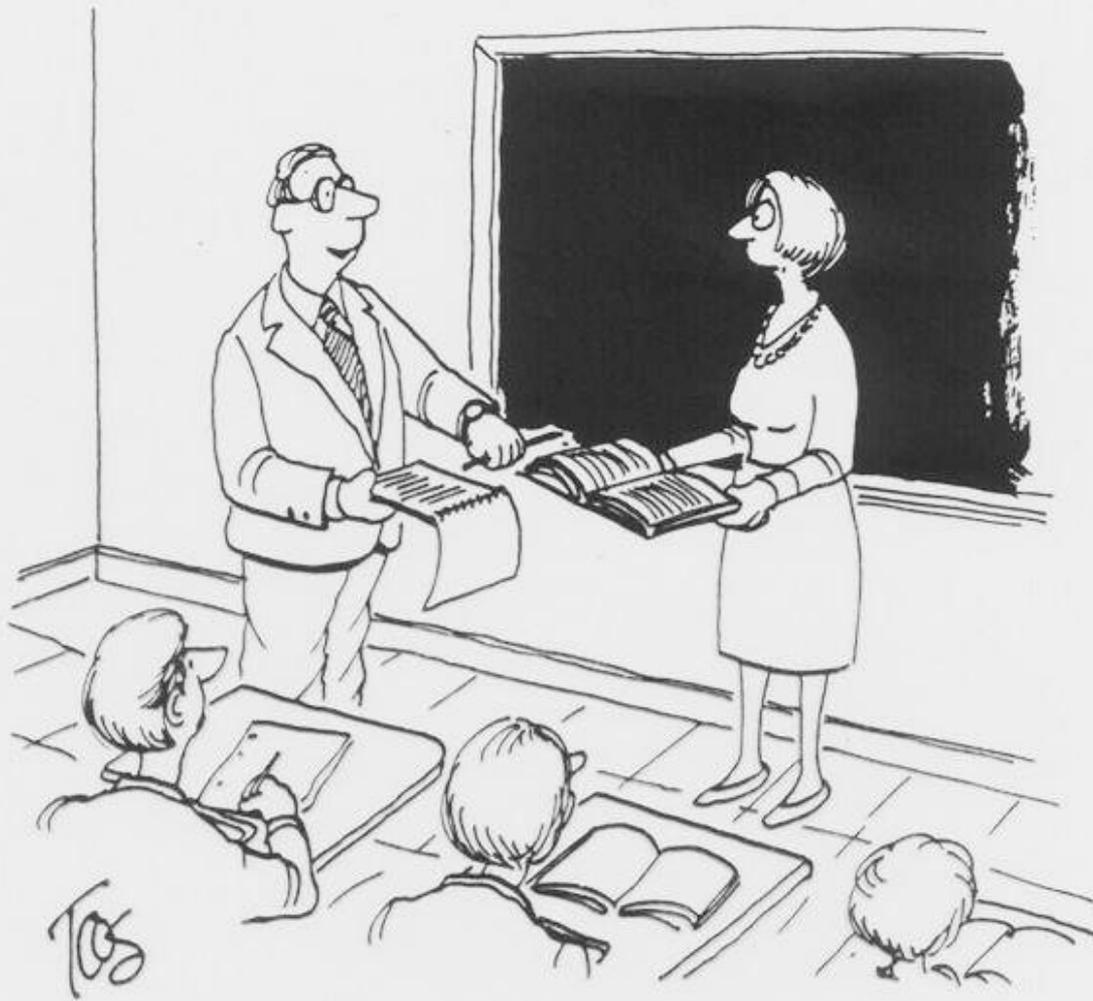
Components of the TPA Process for Experienced Teachers

- Five year evaluation cycle
- One appraisal in evaluation year
- Two point rating scale (satisfactory, unsatisfactory)
- Pre-observation meeting, classroom observation, post-observation meeting
- Summative report
- Five domains – 16 competencies
- “Look fors”
- ALP

Annual Learning Plan (ALP)

- An experienced Teacher must have an ALP each year that includes the Teacher's professional growth objectives, as well as his or her proposed action plan and timelines for achieving those objectives.
- The ALP is Teacher authored and Teacher directed and is developed in consultation with the Principal.
- Each year, in collaboration with the Principal, the Teacher must review and update the ALP.
- Teachers must take into account their learning and growth over the year and the Summative Report of their most recent performance appraisal.
- In an evaluation year, the Teacher and Principal must review and update the Teacher's current ALP in a meeting as part of the performance appraisal process.
- In a non-evaluation year, a meeting is not required.





"Your evaluation is based on what you do in the next 30 seconds. Go!"

Ideally the process should take place within a 2 week period.

Pre-Observation Meeting (required)

The Annual Learning Plan (ALP) can be reviewed.

ALP is a reflection of Teacher's professional learning and is **Teacher authored and directed**. Teachers are under no obligation to add school, Board or Ministry goals to their ALP.

ALP form is available on the Employee Portal.

www.etfo.ca ALP template and tips for teachers.



Purpose of pre observation meeting

- Clarify the process and expectations.
- Choose the best time and date for classroom observation. Some things to keep in mind when choosing a date.
 - Not on a Monday or a Friday
 - Morning is better than afternoon
 - Not the day before or after a holiday – like Thanksgiving, Halloween, Valentine’s Day, Easter
- Talk about the lesson(s) that will be observed .
 - The plan
 - Expectations for student learning
- Talk about your strengths.
- Talk about the make-up of your class.
- Overview of the 16 competencies.
- Talk about the competencies to be the focus of the classroom visit.



Given the purpose of the pre-observation meeting what would you do to prepare?

- Become familiar with the competencies and board documents.
- Review the collective agreement sections (L5.05, L5.06) that deal with TPA.
- Have the Principal come to your classroom for the meeting so student work, portfolios, and artifacts to demonstrate evidence of your strengths are available (assessments, resources).
- Be prepared to engage in professional dialogue about your teaching practice.
- Have complete lesson plans connected to the curriculum.
- Various assessment strategies.
- Evidence of addressing competencies.
- Complete long range plans.