

6A-5.030 District Instructional Personnel and School Administrator Evaluation Systems.

(1) No change.

(2) Definitions. The following definitions, listed alphabetically, shall be used in this rule and incorporated documents:

(a) through (b) No change.

(c) “Descriptors” means the role-based requirements of school administrators to demonstrate mastery of each of the Florida Educational Leadership Standards.

~~(d)(e)~~ “Florida Educator Accomplished Practices” or “FEAPs” means the six (6) practices, including the descriptors within, described in subsection 6A-5.065(2), F.A.C., which is hereby incorporated by reference (<http://www.flrules.org/Gateway/reference.asp?No=Ref-05726>). A copy of Rule 6A-5.065, F.A.C., may be obtained from the Florida Department of Education, 325 West Gaines Street, Room 124, Tallahassee, FL 32399-0400.

~~(e)(d)~~ “Florida Educational ~~Principal~~ Leadership Standards” or “FELS ~~FPELSs~~” means the eight (8) practices, including all ~~domains and~~ descriptors, described in Rule 6A-5.080, F.A.C., which is hereby incorporated by reference (<http://www.flrules.org/Gateway/reference.asp?No=Ref-05727>). A copy of Rule 6A-5.080, F.A.C., may be obtained from the Florida Department of Education, 325 West Gaines Street, Room 124, Tallahassee, FL 32399-0400.

~~(f)(e)~~ An “indicator” is a description of a specific behavior or strategy.

~~(g)(f)~~ “Instructional personnel” means instructional personnel as defined in Section 1012.01(2)(a)-(d), F.S., excluding substitute teachers.

~~(h)(g)~~ “Newly hired by the district” means the first calendar year in which classroom teachers are employed by the school district in a full-time instructional position. Such personnel are “newly hired” for their first year of employment in a district regardless of their prior work experience elsewhere or in the employing school district.

~~(i)(h)~~ “Observation” means the monitoring actions in evaluation systems that contribute evidence of performance or the impact of performance on others. Evidence collected through observation contributes to the summative evaluation rating and may be used for formative feedback. District evaluation systems may provide that observations are formal or informal; announced or unannounced; and whether they are conducted by supervisors, mentors, or peers who are trained in the evaluation system. The length of time of an observation event and the type of school activity observed may vary and is determined by the evidence of practice that is sought.

~~(j)(i)~~ “Performance standards” are the statements or cut points establishing how well individuals must perform

within each criterion of the evaluation – performance of students, instructional practice or instructional leadership, and other indicators of performance – to achieve the four designated performance levels.

~~(k)(j)~~ “Research-based framework” means an approach used in an evaluation system to assess and provide feedback on either instructional practice or instructional leadership. A research-based framework is based on contemporary research and includes implementation procedures designed to support the successful use of the framework for evaluation and continuous improvement.

~~(l)(k)~~ “Rubric” means a tool or set of indicators of practice used to distinguish among proficiency levels or classify performance.

~~(m)(h)~~ “School administrator” means school administrator as defined in Section 1012.01(3)(c), F.S.

~~(n)(m)~~ “Substantial revisions” means revisions other than editing for grammar, name changes, or year updates.

~~(o)(j)~~ “Summative evaluation rating” means the final, combined rating of performance for an annual evaluation that includes student performance, instructional practice or instructional leadership, and, if applicable, other indicators of performance. There are four (4) performance levels: highly effective; effective; needs improvement, or, for teachers in the first three (3) years of employment, developing; and unsatisfactory.

~~(p)(e)~~ “Value-added model” or “VAM” means a statistical model used for the purpose of determining an individual teacher’s or school administrator’s contribution to student learning, as established in Rule 6A-5.0411, F.A.C., which is hereby incorporated by reference (<http://www.flrules.org/Gateway/reference.asp?No=Ref-05728>). A copy of Rule 6A-5.0411, F.A.C., may be obtained from the Florida Department of Education, 325 West Gaines Street, Room 124, Tallahassee, FL 32399-0400.

(3) Evaluation Systems Requirements. To receive approval of its evaluation systems, the school district must provide the following:

(a) through (c) No change.

(d) Additional requirements.

1. No change.

2. For instructional personnel:

a. Confirmation that the observation instrument(s) to be used for classroom teachers include indicators based on each of the FEAPs.

b. Confirmation that the observation instrument(s) to be used for non-classroom instructional personnel include

indicators based on each of the FEAPs, and may include specific job expectations related to student support.

c. through g. No change.

3. For school administrators:

a. Confirmation that the observation instrument(s) to be used for school administrators include indicators based on each set of descriptors of the FELS FPELSSs.

b. through c. No change.

(e) Additional Documentation.

1. For instructional personnel:

a. Crosswalk from the school district's evaluation framework to each of the FEAPs; and,

b. Observation rubric(s) to be used for classroom and non-classroom teachers that include indicators based on each of the FEAPs.

2. For school administrators:

a. Crosswalk from the school district's evaluation framework to each of the FELS FPELSSs; and,

b. Observation rubric(s) to be used for school principals and assistant principals ~~administrators~~ that include indicators based on each of the role-specific descriptors of the FELS FPELSSs and other leadership practices that result in student learning growth, as identified by the school district.;

3. For instructional personnel and school administrators:

a. through b. No change.

(4) Submission Process.

(a) School districts shall submit an evaluation system to the Department for review and approval within fifteen (15) days of the system being revised and prior to school board approval. Beginning in the 2023-24 ~~2018-19~~ school year, school districts shall submit a revised system on the forms outlined in paragraph (4)(b) of this rule.

(b) Instructional personnel evaluation systems shall be submitted using the Instructional Evaluation System Template, Form IEST-2018, and school administrator evaluation systems shall be submitted using the Administrative Evaluation System Template, Form AEST-2023~~2018~~.

(c) No change.

(5) through (6) No change.

(7) Implementation Monitoring.

In addition to the procedures described in subsection (5) of this rule, the Department shall monitor the school district's implementation of its approved evaluation systems pursuant to Section 1012.34(1)(b), F.S.

(a) through (b) No change.

(c) The school district shall, within thirty (30) days of the receipt of the notification of monitoring, submit a report to the Department of the results of its annual self-monitoring pursuant to sub-subparagraph (3)(d)1.h. ~~paragraph (2)(j)~~, during the preceding five (5) years. The report shall include any improvements the school district has made to its evaluation processes as a result of its own monitoring.

(d) through (f) No change.

(8) Forms. The following forms are hereby incorporated by reference:

Instructional Evaluation System Template, Form IEST-2018 (April 2018) and (<http://www.flrules.org/Gateway/reference.asp?No=Ref-09264>) and Administrative Evaluation System Template, Form AEST-~~2023~~ 2018 (~~May 2023~~ April 2018) (<http://www.flrules.org/Gateway/reference.asp?No=Ref-1529509265>). Copies may be obtained from the Florida Department of Education, 325 West Gaines Street, Room 124, Tallahassee, FL 32399-0400.

Rulemaking Authority 1012.34(8) 1012.98(8) FS. Law Implemented 1012.34, 1012.98 FS. History—New 6-19-01, Formerly 6B-4.010, Amended 9-9-15, 4-30-18.