

Manatee County Teacher Evaluation 2022-2023

Myth Busters

Myth 1: New teachers cannot receive a rating higher than 'Needs Improvement'.

FACT: False. Every teacher regardless of experience should be rated based on the data collected during observation (s), walks, and conferences. The data collected throughout the year should determine the rating. The term "Developing" is used for teachers in the first three years.

Myth 2: Every box must be filled in for a walk-through or observation.

FACT: False. Each walk is a snapshot of what the teacher does in the classroom. It is not possible to see every expectation during a single walk. Each walk is an opportunity to collect more data to complete the picture of the teacher's performance.

Myth 3: There can only be 5% of the teachers in the district rated as 'Highly Effective'.

FACT: False. There is no standard for the % of teachers who can be rated "Highly Effective". Every teacher should be rated based on the data collected during observation (s), walks and conferences.

Myth 4: There must be something written in every box on the Post Observation Form.

FACT: False. The purpose of the Post Observation Form is to give feedback on what was observed during the formal observation. It is not required that all categories of feedback be filled in on the form. The evaluation system is designed to encourage conversations around the Domains and Components as well as growth opportunities.

Myth 5: Each teacher must have a 'Needs Improvement' rating on the Annual Summative Evaluation Form.

FACT: False. It is not required that each teacher receive a "Needs Improvement". Ratings must be based on the data collected during observation (s), walks and conferences. Teachers are rated based on the data collected throughout the year.

Myth 6: Portfolios are required for Domain 1 and Domain 4 and are presented during the pre-observation conference.

FACT: False. A portfolio is one way to organize the material to show evidence of the expectations included in Domains 1 and 4. The method of organizing evaluation data gathered throughout the year is the teacher's choice.

Myth 7: Every teacher must be observed at least once during the year.

FACT: True. Every teacher must be observed at least once every year. Teachers new to the district must be observed once each semester. Additional observations are required only if requested by the teacher or the administrator.

Myth 8: Student Growth Measure determines the final rating on the evaluation.

FACT: False. The Student Growth Measurement portion is 33% of the Instructional Annual Summative Evaluation this year.

Myth 9: There must be two goals written for the Professional Development Plan (PDP).

FACT: False. According to the Professional Development Plan Rubric, a teacher is “Effective” based on addressing “at least one goal”. To be rated as “Highly Effective” the teacher must address “multiple” goals.

Myth 10: Instructional Annual Summative Evaluations will be completed before the last day of work for teachers.

FACT: False. The data collection (observations and walk-throughs) process must be completed by May 15th. There is a second sign-off which will occur after the student growth data is available.

Myth 11: A Professional Service Contract (PSC) teacher will be terminated based on a rating of Needs Improvement or Unsatisfactory for one year.

FACT: False. Florida statute, [1012.33\(1\)\(a\)](#) states “two consecutive annual performance evaluation ratings of unsatisfactory under s. [1012.34](#), two annual performance evaluation ratings of unsatisfactory within a 3-year period under s. [1012.34](#), three consecutive annual performance evaluation ratings of needs improvement or a combination of needs improvement and unsatisfactory under s. [1012.34](#)” is cause for termination of a teacher’s contract.