

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 or the requirements of instructional personnel to demonstrate mastery of each of the Florida Educator Accomplished Practices.

(d) “Florida Educator Accomplished Practices” or “FEAP” 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) “Florida Educational Leadership Standards” or “FELS” means the eight (8) practices, including all 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) through (o) No change.

(p) “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 (b) No change.

(c) Evaluation Criteria.

1. through 4. No change.

5. Summative Evaluation Rating. ~~For instructional personnel and school administrators:~~

a. For instructional personnel:

(I) Description of the step-by-step calculation for determining the summative rating; and,

(II) ~~b-~~ Sample summative rating calculations to illustrate how a second grade teacher and a ninth grade English language arts teacher can earn a highly effective and an unsatisfactory summative performance rating respectively.

b. For school administrators:

(I) Description of the step-by-step calculation for determining the summative rating; and,

(II) Sample summative rating calculations to illustrate how an elementary principal and a high school assistant principal can earn a highly effective and an unsatisfactory summative performance rating respectively.

(d) Additional requirements.

1. For instructional personnel and school administrators:

a. Confirmation that the evaluation system framework is based on sound educational principles ~~principals~~ and contemporary research in effective educational practices.

b. No change.

c. Acknowledgment that the evaluation procedures established by the district school superintendent set the standards of service to be offered to the public within the meaning of Section 447.209, F.S., and are not subject to mandatory collective bargaining.

d. ~~e-~~ Confirmation that the school district evaluation procedures comply with the following:

(I) through (VII) No change.

e. ~~d-~~ Confirmation that the school district has procedures for the use of evaluation results to inform the planning of professional learning development, and the development of school and district improvement plans.

f. ~~e-~~ Confirmation that the school district ensures personnel who have been evaluated as less than effective are required to participate in specific professional learning development programs.

g. ~~f-~~ Confirmation that the school district has procedures for the notification of unsatisfactory performance that comply with the requirements outlined in Section 1012.34(4), F.S.

h. ~~g-~~ Confirmation that the district school superintendent annually notifies the Department of Education of any personnel who receive two (2) consecutive unsatisfactory evaluation ratings, or are given written notice by the school district of intent to terminate or not renew their employment, as outlined in Section 1012.34(5), F.S. This reporting shall be completed in accordance with the FDOE Information Database Requirements: Volume II –

Automated Staff Information System, as established in Rule 6A-1.0014, F.A.C., which is hereby incorporated by reference (<http://www.flrules.org/Gateway/reference.asp?No=Ref-09263>). A copy of Rule 6A-1.0014, F.A.C., may be obtained from the Florida Department of Education, 325 West Gaines Street, Room 124, Tallahassee, FL 32399-0400.

i. ~~h.~~ Confirmation that the school district has a process for annually monitoring its evaluation system that enables it to determine the following:

(I) through (IV) No change.

(V) Use of evaluation data to identify individual professional learning development; and,

(VI) No change.

2. For instructional personnel:

a. No change.

b. Confirmation that the observation instrument(s) to be used for non-classroom instructional personnel include indicators based on ~~each of~~ the FEAP, and may include specific job expectations related to student support.

c. through f. No change.

g. Acknowledgment that the instructional practice evaluation procedures and criteria under Section 1012.34, F.S., do not preclude a school administrator from visiting and observing classroom teachers throughout the school year for the purposes of providing mentorship, training, instructional feedback, or professional learning.

h. ~~g.~~ Confirmation that the district's system identifies teaching fields for which special evaluation procedures or criteria are necessary, if applicable.

3. No change.

(e) No change.

(4) through (7) No change.

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

Instructional Evaluation System Template, Form IEST-2023 (~~November August~~ 2023) and (<http://www.flrules.org/Gateway/reference.asp?No=Ref-15731>) and Administrative Evaluation System Template, Form AEST-2023 (May 2023) (<https://www.flrules.org/gateway/reference.asp?No=Ref-15295>). 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(~~98~~) FS. Law Implemented 1012.34, 1012.98 FS. History—New 6-19-01, Formerly 6B-4.010, Amended 9-9-15, 4-30-18, 5-23-23, 8-22-23.