

Executive Summary: FY 27 Certified Staff Evaluation Plan

In accordance with the Illinois School Code and the Collective Bargaining Agreement (CBA), the PERA Joint Committee has met throughout the 2025-2026 school year to review and refine the District's evaluation practices. The primary goal of these updates is to provide a uniform, equitable protocol that supports professional growth and ensures compliance with Senate Bill 7 and PERA guidelines.

Key Recommendations & Decisions

The PERA Committee reached a consensus on several critical components for the upcoming school year:

- **Instructional Framework:** The District will continue to utilize the 2011 version of Charlotte Danielson's Framework for Teaching as the base evaluation model, following a survey of the SVEA membership and committee discussion.
- **Domain 4 Component Selection:** There will be no change to the selection process for Domain 4 components; these will continue to be selected solely by the Certified Staff Member being evaluated.
- **Evaluation Cycle:** The plan has been updated to reflect the transition from a 2-year to a 3-year evaluation cycle for tenured staff.

Resolution of Rating Ambiguities

During meetings on February 11th and March 18th, 2026, the committee identified and resolved logic gaps and overlaps in the previous Assignment of Ratings model. The updated plan (amended March 27, 2026) clarifies the following:

- **The Rule of 2:** Proficient ratings are now capped at one Needs Improvement component; two or more Needs Improvement components automatically trigger a Needs Improvement overall rating.
- **Logic Gap Closure:** New language ensures that high-performing teachers with a single outlier component (e.g., 6 Excellent, 4 Proficient, 1 Needs Improvement) are accurately classified as Proficient rather than falling into a category gap.

Procedural Requirements

Per the CBA, the following protocols apply to these recommendations:

- **SVEA Review:** These recommendations were presented to the SVEA Executive Committee, which maintains the right to submit a formal rebuttal or response to be reviewed by the Board. They did submit a rebuttal on April 4th which is included in the board packet.
- **Board Authority:** While the Board is not obligated to favor the response of either the PERA Committee or the SVEA Executive Committee, Board approval is required before any changes (excluding student growth components) are implemented.

- Bargaining: Should the Board and the SVEA Executive Committee disagree on the proposed changes, either party may request to bargain over the PERA Committee's recommended changes.

Recommendation

The administration and PERA Committee recommend the Board of Education consider the approval of the FY Certified Staff Evaluation Plan.