

Implementation of the RI Model

Chariho Guidelines

2023-2024

(Refer to Edition V of the *RI Model Teacher Evaluation and Support System Guidebook* and Edition IV of the *RI Model Support Professional Evaluation and Support System Guidebook* for important details.)

Self-Assessment

A formal self-assessment is not required, except for educators who are new to Chariho, non-tenured, and for those being supported through an improvement plan. Each educator is encouraged to review his/her previous evaluation to identify growth opportunities.

Conferences

Individual beginning-, middle-, and end-of-year conferences will be required for those educators who are new to Chariho, non-tenured, and for those being supported through an improvement plan; and may be required by the evaluator or requested by the educator. An individual middle-of-year conference will be held for all educators being evaluated, and the respective form will be completed. The beginning-of-year conference, may be held virtually based on numbers in September, this may be a group conference, except for those noted above who require individual conferences. The B-o-Y Conference must be held no later than the last Friday in October; the M-o-Y Conference must be held no later than the 3rd Friday in March. The announced observation, if required, must precede the M-o-Y Conference.

Observations

At least one announced and two unannounced observations are required during a full evaluation, with the intent of providing the observer with an opportunity to observe all professional practice components. An announced observation, for which a lesson plan may be requested, must be conducted by the 2nd Friday in February. Evaluators may schedule as many observations as necessary for the length of time that is necessary to make an accurate performance judgment. Written feedback will be provided through Frontline (see below) within ten school days of an observation; a subsequent observation will not be conducted prior to the educator's receipt of feedback. Pre- and post-conferences may be required.



P. R. Evidence

Professional Responsibility ratings will be completed by the first Friday in May. If they so choose, educators must submit evidence related to professional responsibilities on or before the 10th school day after receipt of the professional responsibilities rating. Educators will submit no other evidence.



SLOs, SOOs and PGGs

Educators may adopt pre-approved school /district Student Learning Objectives (SLOs) or Student Outcome Objectives (SOOs) and Professional Growth Goals (PGGs), if available, or may seek approval of their own. Two SLOs/SOOs and one PGG are required. SLO achievement targets must be applied to all students in an educator's class, caseload, or course.



SLO Scoring

To help further clarify the definitions of *Exceeded*, *Met*, *Nearly Met*, and *Not Met*, the following guidelines will be followed. *Not Met*: <70% of students met their target; *Nearly Met*: 70-89% of students met their target; *Met*: At least 90% of students met their target; *Exceeded*: At least 90% of students met their target AND 25% of students exceeded their target. RI Model SLO Scoring Guidance will be used when student caseload is less than 10.



Final

Final Effectiveness Ratings will be completed by the first Friday in June.



Frontline

Frontline is an electronic tool designed to manage the evaluation system. All Chariho evaluators and educators will use it. All Frontline forms will be used in the evaluation process, unless specific forms are unavailable.



Acknowledging

Educators are encouraged to provide evaluators with commentary following receipt of an observation report. Comments on observation reports and/or the acknowledgement of the observation report must be submitted within ten school days of the receipt of the observation report, except that the final evaluation report must be acknowledged within five school days.



CHARIHO Model

The Chariho Model will continue to be used for the evaluation of Deans of Students, Academic Fellows, Graduation by Proficiency Coordinators, Child Outreach Coordinator, LEA Representative, Occupational Therapist, Physical Therapist, STEM Specialist and Humanities Specialist.



RI Model Edition

The support professionals' edition of the RI Model will be used to evaluate guidance counselors, speech/language pathologists, school psychologists, social workers, school nurse teachers and the secondary library media specialists. Except as noted above (CHARIHO Model), all other educators will be evaluated with the teachers' edition of the RI Model.



Differentiation

R.I. General Law requires that educators earning a rating of 'highly effective' be evaluated not more than once every three years and that educators earning a rating of 'effective' be evaluated not more than once every two years. For educators in these categories who are not being evaluated, a conference shall be required, which will include feedback from an observation. An annual evaluation may be requested by any educator by the third Friday in October; it will, however, be required for (1) non-tenured educators, (2) educators using a different certificate, and (3) educators rated as 'ineffective' or 'developing' on the most recent evaluation. An educator with newly identified and documented performance concerns, so long as written notification and justification has been provided, will be afforded support through a Performance Improvement Plan through the end of the school year. Participation in such a Plan will not impact Article 28(B)(3) of the collective bargaining agreement during the initial year of the Plan, but would do so if there were a need to continue the Plan into a second school year.



135-Day Rule

Educators who do not report for 135 teaching days will not receive a final evaluation rating. When it is known in advance that an educator will not report for 135 teaching days, the educator will not participate in the evaluation process. The 135-day rule does not apply if the educator's part-time status is the reason for not reporting for 135 teaching days. Also, this does not apply to participation in a Performance Improvement Plan.



Retirement

Educators who have submitted a written letter of resignation or retirement to the Superintendent of Schools shall have the option of not participating in the evaluation process during their final school year.