



## COMMONWEALTH of VIRGINIA

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Superintendent of Public Instruction

DEPARTMENT OF EDUCATION  
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November 22, 2019

The Honorable R. Steven Landes, Chairman  
House Education Committee  
Virginia House of Delegates  
P. O. Box 12  
Verona, Virginia 24482

The Honorable Debra H. Rodman  
House Education Committee  
Virginia House of Delegates  
P. O. Box 17278  
Henrico, Virginia 23226

Dear Delegates Landes and Rodman:

This letter is in response to your request to consider revisions to the Board of Education's *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* in light of recent changes to relevant federal law and input solicited from various stakeholders.

I am pleased to report that on November 14, 2019, the Virginia Board of Education approved revisions to the *Guidelines for Uniform Performance Standards for Teachers, Principals, and Superintendents*. These revisions solely address the weighting of the performance standards for the evaluation of teachers, principals, and superintendents. The Board of Education is also beginning a process to review and make comprehensive revisions to these *Guidelines*.

In 2012, in response to federal reporting requirements pursuant to the State Fiscal Stabilization Fund (SFSF) and to meet requirements of Virginia's Elementary and Secondary Education Act of 1965 Flexibility Plan, Virginia was required to ensure that student academic progress (standard 7) accounted for 40 percent of the summative evaluation for teachers. Given this previous requirement, the Board of Education's *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* called for the first six standards to be weighted equally at 10 percent each and the seventh standard, student academic progress, to account for 40

percent of the summative evaluation. Since the federal reporting requirement has been eliminated, these percentages are not mandated. The weighting of student academic progress at 40 percent of the summative evaluation is no longer required.

The *Code of Virginia* requires that student academic progress be a “significant” component of the evaluation. The revised *Guidelines* recommend that evaluation of student academic progress is met if *Performance Standard 7: Student Academic Progress* is not the least weighted of the performance standards or less than one (10 percent); however, it may be weighted equally as one of the multiple lowest weighted standards. The following weights are recommended for each of the performance standards:

<b>Teacher Performance Standard</b>	<b>Teacher Performance Standard</b>	<b>Principal Performance Standard</b>	<b>Superintendent Performance Standard</b>	<b>Recommended Weighting</b>
<b>Standard 1</b>	Professional Knowledge	Instructional Leadership	Mission, Vision, and Goals	1.5
<b>Standard 2</b>	Instructional Planning	School Climate	Planning and Assessment	1.5
<b>Standard 3</b>	Instructional Delivery	Human Resources Management	Instructional Leadership	1.5
<b>Standard 4</b>	Assessment of and for Learning	Organizational Management	Organizational Leadership and Safety	1.5
<b>Standard 5</b>	Learning Environment	Communication and Community Relations	Communication and Community Relations	1.5
<b>Standard 6</b>	Professionalism	Professionalism	Professionalism	1
<b>Standard 7</b>	Student Academic Progress	Student Academic Progress	Division Student Academic Progress	1.5

The *Code of Virginia* stipulates specific requirements that must be included in a school board’s evaluation system. The evaluation system set forth by the Board of Education in the *Guidelines*, including sample forms and templates, may be implemented “as is” or used to refine existing local teacher evaluation systems provided statutory requirements are met. In accordance with state law, teacher, principal, and superintendent evaluations must:

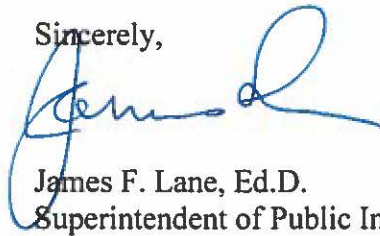
- be consistent with the performance standards included in the *Guidelines*;
- include student academic progress as a significant component; and
- include an overall summative rating.

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Pursuant to Section 2.2-4002.1. of the *Code of Virginia*, guidance documents are subject to a 30-day public comment period, to include public comment through the Virginia Regulatory Town Hall website, after publication in the Virginia Register of Regulations and prior to their effective date. The public comment period for the *Guidelines* will be from December 9, 2019 to January 8, 2020. The *Guidelines* will become effective on January 8, 2020, unless written comments are received during the public comment period, in which case the effective date will be delayed for an additional 30-day period.

Please do not hesitate to contact Mrs. Patty S. Pitts, Assistant Superintendent for Teacher Education and Licensure, at [Patty.Pitts@doe.virginia.gov](mailto:Patty.Pitts@doe.virginia.gov) or (804) 371-2522, or me if you have any questions.

Sincerely,

A handwritten signature in blue ink, appearing to read "James F. Lane". The signature is fluid and cursive, with a large initial "J" and a long horizontal stroke extending to the right.

James F. Lane, Ed.D.  
Superintendent of Public Instruction

JFL/psp