

## Performance Evaluation Committee

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The Performance Evaluation Reform Act (PERA) (Public Act 96-0861) was passed by the Illinois General Assembly and signed by the Governor in January 2010. The primary aim of this Act is to provide better, more effective evaluations of teachers and administrators and to tie student performance to teacher and administrator evaluations. Some of the major changes are listed below.

- Administrators and teachers must be evaluated according to one of four rating categories. Those four ratings are *excellent*, *proficient*, *needs improvement*, and *unsatisfactory*.
- Beginning with the 2012-2013 school year, principals and assistant principals' evaluations must be tied to student performance, and their evaluations must include data and indicators of student learning.
- Beginning with the 2016-2017 school year, District 117 teacher evaluations must be tied to student performance, and their evaluations must include data and indicators of student learning.
- The District must develop, in cooperation with its teachers' bargaining unit, the *Jacksonville Education Association*, an evaluation plan for all teachers. As part of the evaluation plan, District administrators and the teachers' bargaining unit must meet to develop local, district-based evaluation instruments in which student performance constitutes at least 30 percent of a teacher's evaluation rating. If the teachers' union and District administrators cannot come to an agreement in 180 days, the District will be required to use the teacher evaluation instrument provided by the State of Illinois, in which student performance constitutes 50% of a teacher's evaluation rating.

The full requirements of PERA as well as additional requirements mandated by Public Act 97-0008 (initially known as Senate Bill 7) are included in Article 24A (the Evaluation of Certified Employees) of the Illinois School Code [105 ILCS 5/Art. 24A]. Senate Bill 7 was signed into law as Public Act 97-0008 by the Governor on June 13, 2011. The amendatory language set forth the following requirements.

- A standard upon which the State Superintendent may initiate certificate/license action against an educator for incompetency;
- Requirements for the filling of new and vacant positions;
- Acquisition of tenure;
- Reductions in force/layoffs and recall rights;
- The system for the dismissal of tenured teachers;
- Required school board member training; and
- Processes related to collective bargaining and the right to strike.

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## Legislation

Further information can be found at the following sites:

- [Illinois School Code \[105 ILCS 5/Art. 24A\] - Article 24A the Evaluation of Certified Employees](#)
- [The Performance Evaluation Reform Act of 2010](#)
- [Public Act 97-0008 \(Senate Bill 7\)](#)

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## Resources

- [Charlotte Danielson – The Framework for Teaching: Evaluation Instrument](#)
- Illinois State Board of Education Non-Regulatory Guidance Documents
  - [General FAQs about Teacher & Principal](#)
  - [Guidance on Using Illinois 5Essentials Survey Data in Principal Evaluation](#)
  - [Guidance on Collecting Evidence of Teacher Practice Not Observable During Classroom Observations in Teacher Evaluation Systems](#)
  - [Guidance on District Decision Making](#)
  - [Guidebook on Student Learning Objectives for Type III Assessments](#)
  - [Guidance on Student Learning Objectives in Teacher Evaluation: Fact Sheet](#)
  - [Guidance on Measuring Student Growth Using Type III Assessments](#)
  - [Guidance on Alignment of Three Factors in Principal Evaluation](#)
  - [Guidance on Measuring Student Growth for First-Year Principals in Principal Evaluation Systems](#)
  - [Creating a Summative Rating](#)
  - [Guidance on Creating Operating Guidelines for Student Growth Models in Teacher Evaluation Systems](#)
  - [Guidance on Creating a Summative Rating in Teacher Evaluation Systems](#)
- [Performance Evaluation Advisory Council](#)
- Danielson Framework Overviews
  - [Athletic Director](#)
  - [Dean of Students](#)
  - [Instructional Specialist](#)
  - [Library Media Specialist](#)
  - [School Counselor](#)

- [School Psychologist](#)
  - [Special Education Department Chair](#)
  - [Teacher](#)
  - [Therapeutic Specialist](#)
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### **Performance Evaluation Joint Committee**

Members of the committee of administrators and teachers who meet to develop local, district-based evaluation instruments are listed below.

#### **JEA**

#### **Administrators**

Kathleen Beard	Dana Kinley, Chair
Dorothy Fernandes	Beth Brockschmidt
Dawn Murphy	Emily English
	Mike McGiles
	Sarah Raynor

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### **Committee Resources**

- [2013 Danielson Evaluation Instrument](#)
- [Performance Evaluation Committee Timeline](#)
- [Joint Committee Reports](#)