

The Rights Stuff

LEA FR Council

Thursday, September 16, 2010

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Some comments regarding Appraisals and Writing Goals/Job Targets:

1. NO ONE should be appraised this year using the materials or forms developed by the joint LEA-LPS Appraisal Committee for this year's pilot of the possible new appraisal process UNLESS they volunteered to be a part of the pilot and went through the three-day training this summer.

2. One school might be using a form entitled "Goal Setting" developed by Pathwise, the Framework Observation Program, adopted by the joint LEA-LPS Appraisal Committee for the field test and pilot of the possible new appraisal process as a part of the site's federal requirement for the staff to set goals for the year.

3. Even those individuals who have volunteered for the pilot of the appraisal this year MUST, if they are in the summative year of their appraisal cycle, be appraised on the currently existing, official summative form by year's end. This is the ONLY form that has been approved by LEA, LPS, and the Nebraska Department of Education and is the only form that can be placed in a certificated employee's file at this time.

4. If it is developed in time, a new draft summative appraisal form might be a part of the pilot this year for volunteers in the pilot. If so, (a) it is likely this piloted form would be due much earlier than the final, official form in order for LEA and LPS to receive feedback on the piloted form, (b) the form would most likely not reflect the appraisee's work for the entire year, (c) information recorded on the draft summative appraisal form may or may not be utilized as part of the final official summative form by the appraiser, and (d) the piloted form cannot be put into the appraisee's file.

5. When writing job targets and/or goals, members should word their target/goal thoughtfully.

For example:

Instead of: "I want to improve my communications to parents," write: "I will focus on communications to parents as one of my job targets/goals for the year."

Instead of: "I will work to better my relationships with students," write: "I will focus on student relationships as one of my job targets/goals for the year."

Instead of: "I will attend more professional workshops this year," write: "I will focus on continuing my professional learning this year as one of my job targets/goals for the year." Etc., etc., etc.