



Purpose:

The proposal below is a draft attempt to outline a plan for implementation of the new 25% teacher contract legislation. School systems in North Carolina are charged with identifying 25% of their eligible teachers and offering them four year contracts. The plan outlined below is an attempt to create a transparent, equitable, and data-driven process that will highlight excellence in the work place.

Committee Members

Linda Brannan, Career Development Coordinator, Wake STEM Early College
Angela Cooper, Assistant Principal, North Garner Middle School
Teresa Cunningham-Brown, Sr. Director-Recruitment & Retention, Human Resources
Pamela Doak, Sr. Director, Special Education Services
Jacqueline Ellis, Area Superintendent, Western Wake County
Lloyd Gardner, Area Superintendent, Southern Wake County
Karen Hamilton, Assistant Superintendent, Special Education Services
David Howell, Sr. Director-Salary & Licensure, Human Resources
Wilma Jenkins-Flythe, Sr. Director-Staffing & Operations, Human Resources
Scott Lyons, Principal, Enloe High School
Bryan Martin, Sr. Director-Employee Relations, Human Resources
Lawrence Nilles, Teacher on Loan
Marrius Pettiford, Sr. Director-Counseling & Student Services
Diann Pridgen, Principal, Forestville Elementary School
Crystal Reardon, Director, Counseling & Student Services
Sherry Schliesser, Principal, Kingswood Elementary School
Bradford Walston, Assistant Principal, Knightdale High School
Cathy Williams, Principal, East Garner Middle School
Kelly Ward, Teacher, North Garner Middle School
Dena Nealy, Teacher, East Garner Middle School
Leigh Anne Alford, Teacher, Knightdale High School
James Weaver, Teacher, Enloe High School
Barb Fair, IRT, Kingswood Elementary
Teresa Saunders, Literacy Coach, Forestville Elementary

WCPSS Employee Data:

Based on employment data for WCPSS from early November of 2013, the system has the following number of employees who would be eligible for the candidate pool based on three years of service alone:

Teachers	6580
Counselors	260
Media	156
Speech Pathologists	93
Psychologist	81

Coordinating Teachers	70
Social Workers	58
Coordinators	38
Other	30
CDC	26
Special Populations Coordinators	21
Instructional Specialist/Coach	20
Case Manager	12
Audiologists	5
Behavior Specialists	4

Background Information:

- Legislation requires that each LEA:
 - Offer 25% of its teachers with three or more years of experience in the school system that were at least “proficient” on their evaluation a four year contract that would extend from July 1, 2014 through June 30, 2018.
 - If a teacher currently has career status (tenure), that teacher must give it up in order to accept the contract.
 - In addition, teachers who accept the contract will receive a \$500 annual salary increase each year of the four year contract.
- Individuals coded as “teachers” based on the previous version of GS 115C-325 with 3 or more years of employment in WCPSS will be in the “pool” from which the 25% will be selected.
- Includes: anyone paid on the teacher pay scale (including curriculum coaches, lead teachers, etc. at the school and central office level), guidance counselors, media coordinators, technology facilitators, school social workers, speech language pathologists, school psychologists.
- Employees would need to have worked at least six months during the 2010-2011 school year.
- Employees who have provided official notice that they are not returning to WCPSS for the 2014-2015 school year or who are not legally eligible for employment in the 2014-2015 school year are not included in the “pool.”

Proposed Timeline for WCPSS:

- December/January---Working group meets to develop an implementation plan
- January---Superintendent presents a recommendation to WCPSS Board of Education for approval
- February/March--- Those determined eligible in each category are notified of being eligible for the 4-year contract and asked for commitment via electronic signature, Yes or No to the opportunity to participate and continue to the next phase of the plan where evaluation data will be used to determine the 25% who are offered the contract.
- Late April---list of candidates submitted to the WCPSS Board of Education for approval
- May/June---Official Contract submitted to those who committed

Formation of “Pools” for Selection of 25%:

- Individuals evaluated using the teacher evaluation instrument (NCEES) during the 2012-2013 school year will be grouped by *school* for the selection of 25%.
- All other eligible employees will be grouped in a district wide pool for consideration for the offer of a 4-year contract. Those varying types of employees and evaluations are listed below.
 - Those not evaluated on the NCEES but on an evaluation instrument with 6 ratings levels grouped together for consideration (psychologists, school social workers, and speech language pathologists).
 - Those not evaluated on the NCEES but on an evaluation instrument with 4 ratings levels grouped together for consideration (career development coordinators, media coordinators, tech facilitators, counselors).
 - All “teachers” who received an evaluation in a narrative format will be grouped together for consideration. Most of these individuals are based in various central office departments (Coordinating Teachers, Psychologists, Social Workers).

Additional Information Regarding the “Pools”:

- If an employee has changed types of positions, then he/she will be in the pool for the position held during the 2012-2013 school year. For example, the employee was a classroom teacher in 2011-2012 and a guidance counselor in 2012-2013; he/she will be in the counselor pool.

Opt-In Process For The Eligible Employees:

- All teachers in the school system will be asked to complete an electronic form documenting their eligibility to participate in the process.
- Teachers who are eligible will also be asked whether or not they wish to be considered for the four year contract.
- If they choose to participate their evaluation data will be used to determine if they shall be offered the four year contract.
- If an eligible teacher does not complete the electronic form, he/she will automatically be placed in the pool for consideration.

Recommended Process for Teachers:

- Each school’s “pool” of eligible teachers will be considered independently of other schools.
- Employ a ranking/points system based on the last **2 years** of summary evaluations: Not Demonstrated = 1 points, Developing = 2, Proficient = 3, Accomplished = 4, and Distinguished = 5 points (this rating system was provided by DPI from the 2012-2013 NCEES Evaluation System).
- An average is obtained by dividing the total number of points by the total number of ratings given in the 2 year time frame on standards 1 and 4 only. Standards 1 and 4 will be utilized as they are the only standards that all teachers were evaluated on regardless of probationary or tenure status.
- The 25% of the teachers in the pool with the highest average rating will be offered 4 year contracts. If 25% of the number of teachers is a fraction, the number of contracts offered

will be rounded down. For example, if a school has 30 teachers in the “pool” then 7 contracts will be offered at that school.

- If a tie exists, seniority with the school system will be used as the tie-breaker (length of consecutive full-time (100%) service in a certified position).
- If a situation exists where an evaluation for an employee is not readily available; the formula used will be based on the most recent of the past two years of data out of the possible three years of employment.

Recommended Process for Groups not on NCEES but with a 4 or 6 Rating Evaluation

Instrument:

- The process for those employees who were not evaluated using the (NCEES) system will be based on a district wide formation of a pool of eligible candidates.
- The pool will be formed based on the actual numbered rating system used for evaluation.
 - 4 level scale - Unsatisfactory = 0, Below Standard = 1, At Standard = 2, Above Standard = 3
 - 6 level scale - Unsatisfactory = 0, Below Standard = 1, At Standard = 2, Above Standard = 3, Well Above Standard = 4, Superior = 5
- An average is obtained by dividing the total number of points by the total number of ratings given in the 2 year time frame on all standards
- The 25% of the employees in the pool with the highest average rating will be offered 4 year contracts. If 25% of the number of teachers is a fraction, the number of contracts offered will be rounded down.
- If a tie exists, seniority with the school system will be used as the tie-breaker (length of service in a certified position).
- If a situation exists where an evaluation for an employee is not readily available; the formula used will be based on the most of recent of the past two years of data out of the possible three years of employment.

Recommended Process for Employees with Narrative Evaluations:

- All employees meeting the eligibility requirements that were evaluated with a narrative will be included in this group.
- A committee consisting of retirees from WCPSS who have served in a supervisory role and who were not involved in the evaluation of these employees will be tasked with reading each narrative with all identifying information removed. Each member of the committee will read each evaluation independently and assign a rating to it based on a rubric TBD. Each evaluation will be scored by 2 individual readers.
- The ratings from each committee member will be averaged and the 25% of the employees in the pool with the highest average rating will be offered 4 year contracts. If 25% of the number of teachers is a fraction, the number of contracts offered will be rounded down.
- If a tie exists, seniority with the school system will be used as the tie-breaker (length of service in a certified position).
- If a situation exists where an evaluation for an employee is not readily available; the formula used will be based on the most of recent of the past two years of data out of the possible three years of employment.

Additional Information:

- Principals will have the opportunity to review their list prior to it going to the Board.
- Human Resources will review the list of those who are recommended for the contract and eliminate any employee with a documented performance concern over the past two years.
- Rounding down the number of contracts offered at each site/group will leave a small number of contracts available. These contracts will be offered to the individuals with the next highest rating, based on the process above, district-wide.
- If some employees decline the contract, **no additional contracts will be offered.**
- In accordance with the legislation, the Wake County Board of Education has the final say in determining who is offered the 4-year contract.