

Teacher Keys Effectiveness System

Independent Review process

Teachers may request one independent review of a component/standard or overall rating of their TKES Formative Assessment rating within a school year.

In the event that a teacher disagrees with a component or the overall rating of their TKES Formative Assessment, they should first share their concern or disagreement with their primary evaluator and request a second review of the rating.

The teacher must be given an opportunity to provide evidence that supports a change in the assigned rating. The teacher should also make the school principal aware of the disputed rating.

If, after the second review of the rating by the primary evaluator, the teacher is still in disagreement, he/she may request a third review of the rating by an independent reviewer.

The teacher must place their concern in writing to the Executive Director of Human Resources and describe the reason(s) they believe the rating is in error.

An independent administrator will be asked to meet with the teacher to discuss the concern and review relevant documentation. Additional classroom observations may be conducted to provide the independent administrator an opportunity to gather additional evidence related to specific performance standard(s).

The independent administrator will review all relevant evidence and will provide an independent rating of the standards or component(s) in dispute. The final determination will be provided, in writing, to the teacher.

Note:

Only one TKES Independent Review can be requested during a school year.

Only Formative Assessments ratings may receive a review by an independent reviewer (Third Review of the Rating). Walkthrough observations and the Summative Assessment are not subject to the Independent review Process.