

Evaluations – Statutes, Consequences, and Possible Approaches

Evaluation and Observation Requirements					
	Concern	Description	NCGA Action Needed?	Statutes	Possible Approach
1	Will school closures impact employee evaluations for the 2019-2020 school year?	<p>State law requires annual evaluations for all of the following:</p> <ul style="list-style-type: none"> • Licensed employees assigned to low-performing schools • Teachers employed less than 3 consecutive years at non-low-performing schools • Career status teachers or teachers on 4-year contract assigned to non-low-performing schools (unless local board requires more or less frequent) • Principals and assistant principals <p>Evaluations rely on, but are separate from, classroom observations. Areas not observed in class can be evaluated through other evidence and artifacts.</p>	<p>Possibly. NCGA action may be needed, depending on policy decision.</p> <p>Without action, the evaluation requirement would still be in place and it may be unclear how to conduct teacher evaluations if classroom observations were not complete at the time of school closure.</p> <p>NOTE: State Board is currently advising districts not to use evaluation tool to assess remote instruction</p>	<p>115C-333(a) 115C-333.1(a) 115C-286.1 115C-276(s) 115C-288(i)</p>	Require evaluation to be based on observations completed by the time of school closure and other artifacts and evidence shared with the evaluator.
2	Will school closures impact classroom observations for the 2019-2020 school year?	<p>State law requires that teachers who have been employed less than three consecutive years be observed at least 4 times annually.</p>	<p>Yes, NCGA action is needed, because it is very likely that many of these required observations were not completed at the time of school closures.</p>	<p>115C-333(a) 115C-333.1(a)</p>	Waive any observations not completed at the time of school closure.

Statutes That Rely on Evaluations					
	Concern	Description	NCGA Action Needed?	Statutes	Possible Approach
3	If an evaluation is not available for a teacher for 19-20, will that affect the teacher's ability to be placed on a multiyear contract?	State law requires that teachers be evaluated as at least proficient in order to be offered a multiyear contract.	Possibly. NCGA action may be needed depending on policy decision regarding evaluations and whether schools interpret the requirement to allow evaluations for the 2018-2019 school year to suffice.	115C-325.3(b)	Clarify that the requirement is based on most recent evaluation and must include the principal's endorsement.
4	If an evaluation is not available for a teacher for 19-20, will that affect the teacher's ability to renew their license?	State law requires teachers to be evaluated as at least proficient in order to renew their license.	No, NCGA action is not needed because this requirement is based on the most recent formal evaluation. If no evaluation is available, the State Board would look at the 18-19 evaluation.	115C-270.30	None.
5	If an evaluation is not available for a teacher for 19-20, will that affect that teacher's ability to be a mentor teacher?	State law requires mentor teachers to be evaluated as at least proficient in order to be a mentor teacher.	No, NCGA action is not needed because the statute only says it must be based on formal evaluations.	115C-300.1	None.