



Your Virtual

PERA Coach

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A publication created by the Performance Evaluation Advisory Council and the Illinois State Board of Education to guide you in implementing the *Performance Evaluation Reform Act*.

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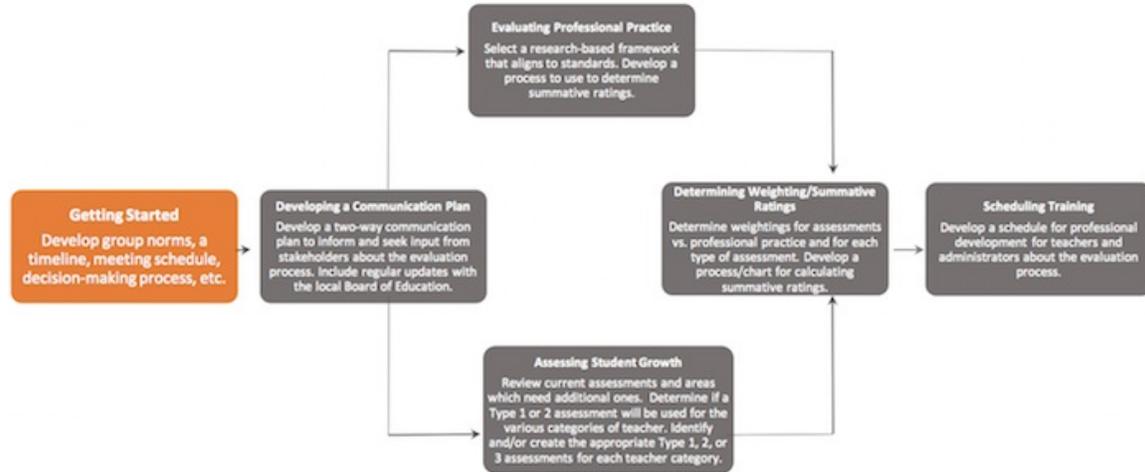
Dear Illinois Educator,

The majority of school districts in the State of Illinois will begin full implementation of PERA in 2016-17. We know this requires a lot of planning, collaboration and decision-making involving stakeholders in each district. Many guidance documents and resources have been created to help you during this process. The materials can be found on various State websites. We know, however, that you don't always have the time to look for the information and materials you need. Therefore, we will deliver them to you electronically throughout the year via this publication. Each issue will focus on a part of the flowchart that reflects work to be done by your district. This first issue is all about **Getting Started**.

You will have the resources when you need them most. The provided links will take you to guidance documents, presentation materials and other useful sites.

We also want to congratulate and thank the many districts who have already begun to fully implement PERA. We continue to look to you as models for other districts who are just beginning their journey. Your much valued feedback and suggestions will help create smooth transitions for all.

Overview of Joint Committee Work



View full chart [here](#)



JOINT COMMITTEES

About

What is a Joint Committee?

Joint Committee means a committee composed of equal representation selected by the district and its teachers or, when applicable, the exclusive bargaining representative of its teachers, which shall have the duties regarding the establishment of a performance evaluation plan that incorporates data and indicators of student growth as a significant factor in rating teacher performance (Section 24A-4 of the School Code).

Meeting Schedule

Your district's PERA joint committee needs to start meeting.

As detailed in Part 50 of Illinois School Code, the first meeting of a district's PERA joint committee shall occur no later than November 1 of the school year immediately preceding the school district's implementation date specified in Section 24A-2.5 of the School Code (see Section 50.20). The 180-day deadline set forth in this subsection does not preclude the members of the joint committee from meeting, either as a committee or with other administrators and teachers, provided that the district representatives and the union representatives on the joint committee formally agree to the date on which the 180-day clock will begin.

Timeline

Your district needs to determine if you will first begin meeting with an informal evaluation committee before you begin the work of the formal

On the Agenda

What should be on the agenda for the first PERA joint committee meeting?

There is not an identified process for joint committees to follow. Each joint committee will determine a process that fits the uniqueness of their school or district.

The following suggestions are offered for conversation of possibilities to help in leading joint committee work. District administration and union leadership should collaborate to develop a preliminary agenda.

You can use the materials linked in the [Resources](#) section for guidance.

1. Establish Meeting Norms and ensure a collaborative process. Every member of the committee is equal; no administrative hierarchy.
2. Discuss the purpose/charge of the committee by reviewing Part 50 of the Illinois Administrative Code.
3. Read and discuss Section 50.110 on student growth components.
4. Create a timeline for work to be done. Work backward from your implementation date. Answer the following questions:
 - a) What do we currently have in place?
 - b) What do we need to get done to make sure we are ready for full implementation?
 - c) Who will be responsible for completing

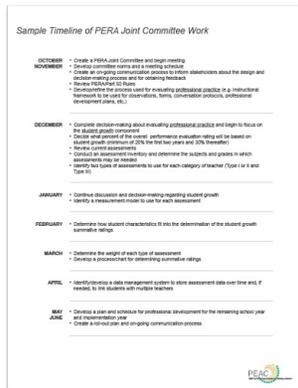
PERA joint committee. The informal and formal joint committee can consist of the same members.

Once the joint committee meets formally you have 180 days to make decisions about student growth and the performance evaluation plan used in your district.

Question: When is 180 days from the deadline of November 1st, 2015?

Answer: **April 29th, 2016** is the date by which the PERA joint committee's decisions must be made.

Timeline of PERA Joint Committee Work



View full timeline [here](#)

PowerPoint Presentations and Facilitator Guides

Use the following links for editable materials created by [Foundational Services for Teacher Evaluation](#) to assist you in providing staff development for your joint committee.

Module 1 (Rules and regulations of Section 50.110 - Student Growth Components)

[Facilitator's Guide](#)

[PowerPoint](#)

[Pre/Post Assessment](#)

Module 2 (Steps and critical questions for the Joint Committee to consider as the school district prepares for full PERA implementation)

[Facilitator's Guide](#)

[PowerPoint](#)

[Pre/Post Assessment](#)

each item?

d) What do we need to have in place for full implementation?

5. Set next meeting dates.

Resources

[Part 50 of Illinois School Code](#)

[Joint Committee Guidebook](#): Implementing the Student Growth Component in Teacher and Principal Evaluation Systems (informative for first and/or second meeting of the joint committee)

[ISBE Guidance Document](#): District Decision-Making (a set of guiding questions to help support decision making and system development)

A [form](#) for districts to use to create their own committee norms (also contained in the following article)

[Article from Learning Forward](#): "Norms put the 'Golden Rule' into practice for groups" (helpful for joint committee members to read)

The logo for the Performance Evaluation Advisory Council (PEAC) features a stylized icon of two people in business attire (one in a suit, one in a dress) to the left of a yellow rounded rectangle containing the acronym "PEAC" in white capital letters.

Who We Are

PERA established the *Performance Evaluation Advisory Council (PEAC)* comprised of teachers, principals, superintendents and other stakeholders to advise the Illinois State Board of Education on the development and implementation of improved performance evaluation systems and supports. The PEAC meets monthly and will continue to do so through 2017. The PEAC web page, which includes various resources and guides, can be found at: www.isbe.net/peac.

Additional Subscriptions

Would you like other members in your district/organization to receive future issues of the Virtual PERA Coach?

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Questions or Topic Suggestions

Use this [link](#) to submit questions or topic suggestions for future issues



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