

## Ancillary Positions & SLOs

Good afternoon,

This message is intended for nurses, social workers, counselors, graduation intervention specialists, occupational therapists, physical therapists, speech-language pathologists, and psychologists. Mike Esseily will forward this email to groups that are not included on here.

The positions listed above may use evaluation goals and measures that are most relevant and meaningful to the employee and has the greatest impact on the students they serve. The templates in Oasys will not change this year, so it will not be a perfect fit. However, the goals and data you used the last few years would most likely be applicable goals and data to include this year (in addition to new data).

Below is the response received from MDE regarding ancillary staff and does not include media specialists or other positions that are not listed on this email message.

The Teacher Evaluation committee is scheduled to meet on October 10th and will formally review and "vote" on this approach. Therefore, it is acceptable for the staff members in the listed positions to wait until after October 10th for "official" direction resulting from the Teacher Evaluation Committee discussion.

Please note I have not previously discussed this with administrators and they are copied on this message. Feel free to contact me with questions.

### **Question:**

**Are social workers, psychologists, and other ancillary staff required to have 40% of their evaluation applied to student achievement or may they set goals relevant to other metrics that align with their assignments?**

### **MDE Response:**

*The short answer to your question is "no". The legislative requirements apply to teachers that "provide instruction to K-12 students as a teacher of record". Any employees that do not meet those guidelines are not required by legislation to be evaluated annually. Therefore, each local system can make*

*decisions on how to evaluate those employees not defined by legislation as a “teacher”.*

*MDE recommends to provide ongoing feedback and evaluation to all employee groups using evaluation goals and measures that are most relevant and meaningful to the employee and school/district improvement plans and efforts.*

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