



FACEBOOK MEMBERS-ONLY QUESTIONS 10.23.2023 - 11.05.2023

Below are **some** of our members' questions in our members-only Facebook group over the last two weeks with the initial response. If you would like to see **all** the questions and the discussions, please click [HERE](#) to join the group.

1. Can I stay home for a virtual PD or meeting during a TDY?

Currently, there is no contract language that allows you to do the virtual PD or meeting from home.

2. This is my first year at the district I got an email regarding pay increase, but it did not include COLA. Are first years instructional getting COLA?

The base salary increase is for all instructional personnel regardless of the evaluation score.

3. Where can we find details of how the final Student Growth score is calculated?

To find out how your Student Learning Growth was calculated, you will need to contact slg@ocps.net. Here, we can provide general responses, but if you want a detailed explanation, you must contact OCPS at the email above.

The information below is from FAQs created by the district about the evaluation. Click [HERE](#) to access the FAQs.

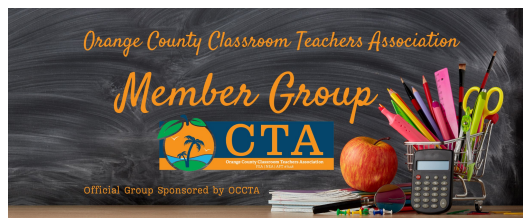
Student learning growth calculations use inferential statistics estimating a teacher's contribution to his or her students' academic growth in scores on a majority of the tested subjects within a certain period of the time with student, classroom, and school characteristics taken into consideration. A value-added model (VAM) is used to help answer the question, "How much value did an instructor add to their students' academic growth?"

4. Can you appeal your student growth score?

Appeals of Student Learning Growth (SLG) Scores

After reviewing the summative evaluation score, a teacher has the right under the contract between the School Board of Orange County Florida and the Orange County Classroom Teachers Association to appeal the student learning growth score, if the teacher believes that he/she did not receive the correct student data in their SLG evaluation score or if the calculation method was not performed correctly as confirmed by the Research and Evaluation department. If a teacher wishes to appeal his/her student learning growth score, the teacher should complete the appeal survey by Wednesday, December 15, 2023.

Click [HERE](#) to file an appeal.



5. When do DPs have to be approved by?

The plan should have been approved by October 18. Teachers who were asked to make changes have until November 2 to make those changes. The principal will score the element Developing a Written Growth and Development Plan by November 2.

6. Can you have a formal before you have an informal? I had an informal about two weeks ago and still no feedback.

Yes, you can have a formal before you have an informal. However, you cannot have another observation before receiving feedback from the previous one.

Contract Language

A new Domain 1 observation cannot be performed and scored until feedback has been posted for the prior Domain 1 observation, unless the parties agree otherwise.

7. Why are informal observations being done on Oct 31 and Nov 1?

Teachers can say, "Now it's not a good time." If the principal still does the observation, teachers should send a follow-up email asking if the observation will count since it was expressed that it wasn't a good time and offer an alternative date. After that, there is no additional follow-up needed from the teacher.

Contract Language

An Informal observation may be rescheduled upon a teacher's request. No reasonable request shall be denied.

8. Are we supposed to get paid for Friday, 10/27/23?

The Professional Day is unpaid.

9. What is the procedure and contract language when a teacher requests a student to be removed from their classroom/roster?

Send an email to the principal to request the student's removal from the classroom (contract language says suspend the student from the classroom) and ask for the Placement Review committee to review and make recommendations.

State Statute

(4) A teacher may remove from class a student whose behavior the teacher determines interferes with the teacher's ability to communicate effectively with the students in the class or with the ability of the



student's classmates to learn. Each district school board, each district school superintendent, and each school principal shall support the authority of teachers to remove disobedient, violent, abusive, uncontrollable, or disruptive students from the classroom.

(5) If a teacher removes a student from class under subsection (4), the principal may place the student in another appropriate classroom, in in-school suspension, or in a dropout prevention and academic intervention program as provided by s. 1003.53; or the principal may recommend the student for out-of-school suspension or expulsion, as appropriate. The student may be prohibited from attending or participating in school-sponsored or school-related activities. The principal may not return the student to that teacher's class without the teacher's consent unless the committee established under subsection (6) determines that such placement is the best or only available alternative. The teacher and the placement review committee must render decisions within 5 days of the removal of the student from the classroom.

(6)(a) Each school shall establish a placement review committee to determine placement of a student when a teacher withholds consent to the return of a student to the teacher's class. A school principal must notify each teacher in that school about the availability, the procedures, and the criteria for the placement review committee as outlined in this section.

(b) The principal must report on a quarterly basis to the district school superintendent and district school board each incidence of a teacher's withholding consent for a removed student to return to the teacher's class and the disposition of the incident, and the superintendent must annually report these data to the department.

(c) The Commissioner of Education shall annually review each school district's compliance with this section, and success in achieving orderly classrooms, and shall use all appropriate enforcement actions up to and including the withholding of disbursements from the Educational Enhancement Trust Fund until full compliance is verified.

(d) Placement review committee membership must include at least the following:

1. Two teachers, one selected by the school's faculty and one selected by the teacher who has removed the student.
2. One member from the school's staff who is selected by the principal.

The teacher who withheld consent to readmitting the student may not serve on the committee. The teacher and the placement review committee must render decisions within 5 days after the removal of the student from the classroom. If the placement review committee's decision is contrary to the decision of the teacher to withhold consent to the return of the removed student to the teacher's class, the teacher may appeal the committee's decision to the district school superintendent.