

PROFESSIONAL EDUCATION PERSONNEL EVALUATION (PEPE)
ALTERNATIVES FOR TEACHERS PURSUING NATIONAL BOARD FOR
PROFESSIONAL TEACHING CERTIFICATION

The following guidelines may be used by local school systems using the PEPE Teacher System when considering evaluation alternatives for teachers who participate in the National Board for Professional Teaching Standards (NBPTS) Program. The guidelines are divided into two categories.

1. PEPE Full Evaluation Deferments
2. PEPE Modifications

Each category, if used by a teacher, should be accompanied by a request (form) to the local superintendent of education.

1. PEPE Full Evaluation Deferments

- A. A teacher who participates in the Alabama selection process for the NBPTS Program may have his/her full evaluation deferred for one year. Normally this will be the same year for which the teacher is preparing materials for the selection process.
- B. A teacher selected for the NBPTS Assessment may have his/her full evaluation deferred for a second year. Again, under normal circumstances, this will be the same year for which the teacher is preparing materials for the NBPTS Assessment.

2. PEPE Modifications

- A. If a teacher passes the NBPTS Assessment, the following may occur:
 1. PEPE full evaluation will be deferred for two years following the NBPTS evaluation.
 2. A Professional Development Plan will be developed for those two years which broadly utilizes the teacher's expertise for purposes of school improvement and/or improvement of student achievement.
- B. If a teacher does NOT pass the NBPTS Assessment, a modified evaluation can be conducted the following year with the following considerations:
 1. NBPTS portfolio materials are substituted for the *Structured Interview*.
 2. One confirmatory observation will be conducted. Note: This observation will be conducted to confirm adequacy of classroom performance.
 3. The local administrator, as a result of this modified evaluation, may opt to place the teacher on a regular full evaluation or to develop with him/her a Professional Development Plan that best utilizes expertise for the purpose of school improvement and/or improvement of student achievement.

NOTE:

** NBPTS should be adopted by the local school system Board of Education prior to implementation in schools.

** Teachers must have three years experience in order to apply for NBPTS certification.

GUIDELINES CHART

ACTION	RESULTS
1. Applies for Alabama Selection for NBPTS Program	PEPE evaluation deferred for one year
2. Selected for NBPTS Assessment	Evaluation deferred for second year
3. Passes NBPTS Assessment	a. Full evaluation deferred for two years following the NBPTS evaluation b. Two year Professional Development Plan devised to use teacher's expertise
4. Does NOT pass NBPTS	Modified evaluation conducted with: a. NBPTS portfolio substituted for <i>Structured Interview</i> b. One confirmatory observation c. Local administrator determining (after modified evaluation) if the teacher is placed on full evaluation or Professional Development Plan

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