



IMPACT Review Evolutions to IMPACT – SY22-23

	teachers in deepening their fluency with the EP rubric.
DCPS will reduce the weight of IVA from 35% to 25%.	<ul style="list-style-type: none">- Makes the Essential Practices the biggest component for teachers with IVA, aligning with all other teachers. <div data-bbox="906 369 1479 407" style="background-color: black; height: 18px; width: 353px;"></div>

The purpose of the optional self-reflection is to provide teachers with an opportunity to share information to inform their post-observation feedback conversation as well as to

plus

Yes, in order to be eligible for the IVA add-on as part of IMPACT*plus* (\$5,000 at high-poverty schools and \$1,000 at low-poverty schools) teachers must have a final IVA component score included in their final rating calculation for that year.

To receive a final IVA component score, teachers will need to have two IVA scores; one for the current year and one for a prior year. An average of both scores will comprise their final IVA component score. As SY22-23 will be the first year of IVA under this new policy, Group 1 teachers' IVA weight for this year will be 0%, meaning they would not be eligible for the IVA add-on in SY22-23.

In SY23-24, IVA will be weighted at 25% for Group 1 teachers. That year, the prior year IVA score (SY22-23) will be averaged with that year's (current) IVA score to comprise teachers' final IVA component scores. Teachers with final IVA component scores in SY23-24 will be eligible for the IVA add-on that year.

Grounded in science and powered by lived experiences, the district's approach is a long-term vision that counts on each district and school staff member knowing the science of learning and development and applying this research and a racial equity lens to their own work.

The Learning and Development Sciences (LDS) Division is charged with building the capacity of district and school staff, as well as integrating a whole child and antiracist lens into the district's key systems and priorities. The LDS Division will leverage the experiences of school leaders and staff to translate the research into systems, tools, and practices that unlock the potential of each and every student.

DCPS staff will have the opportunity to engage in ongoing professional development each school year to continue our development as a whole-child, antiracist school district. Building on the more than 200 educators who joined the Whole Child Teacher Academy and Anti-Racist Educator University in SY2021-22, in 2022-23 the Learning and Development Sciences and Equity Strategy and Programming teams will be continuing the Anti-Racist Educator University (ARE-U), and each school will have the opportunity to have a Whole Child Lead participate in a learning network and share learnings with their school. Grounded in science and powered by lived experiences, the district's approach is a long-term vision that counts on each district and school staff member knowing the science of learning and development and applying this research and a racial equity lens to their own work to ensure equitable outcomes for all students.

This past year, the IMPACT team, in partnership with other Central Office teams and external partners, analyzed IMPACT rubrics through a whole-child and antiracist lens with the aim of improving alignment with DCPS Becoming. In reviewing the EP rubric, we identified connections across all 5 EPs to whole-child and antiracist best practices, including the foundational importance of building relationships with students and cultivating a safe and welcoming environment (EP1) and ensuring students have access to rigorous content (EP2). Throughout the IMPACT review we also gathered feedback about IMPACT rubrics from DCPS educators and though feedback was varied, a consistent theme was that DCPS educators felt positively about the Essential Practices rubric.

Therefore, in recognition of a desire for stability after another demanding year for school-based staff, and an acknowledgement of the benefits of continuing to utilize a rubric that champions whole-child practices and is

