



## 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"><li>- Makes the Essential Practices the biggest component for teachers with IVA, aligning with all other teachers.</li></ul> <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.

## 5. Alignment with DCPS Becoming

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. ~~650014901900~~

