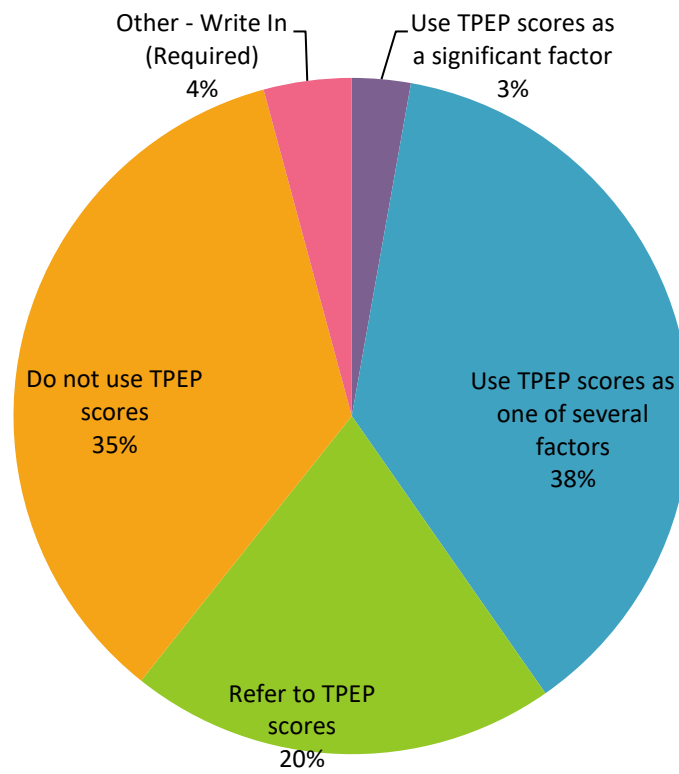


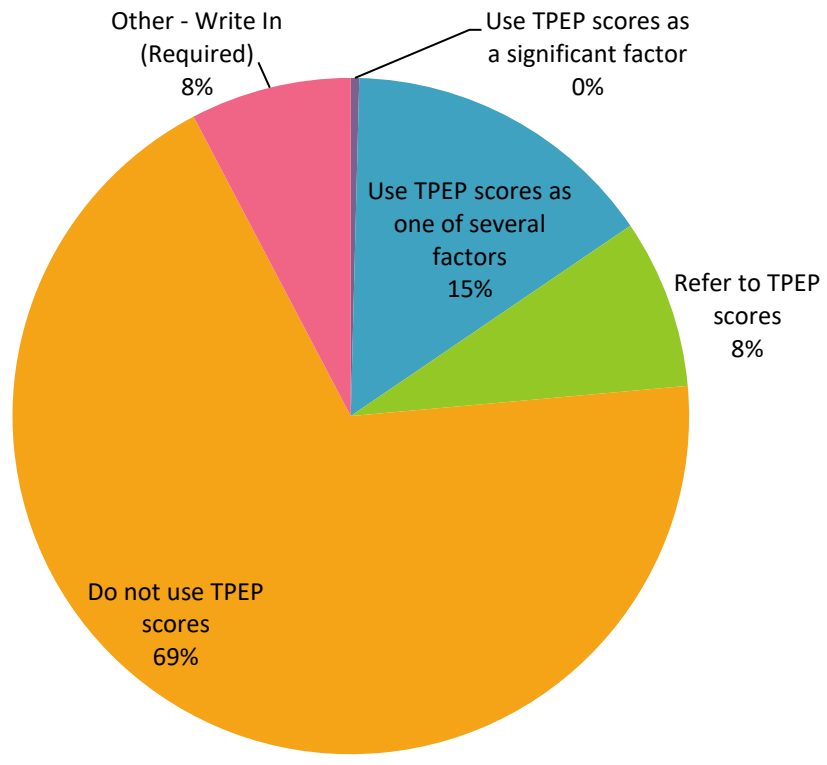
Report for 2019 Human Resource Considerations and TPEP Scores

1. Staff assignment



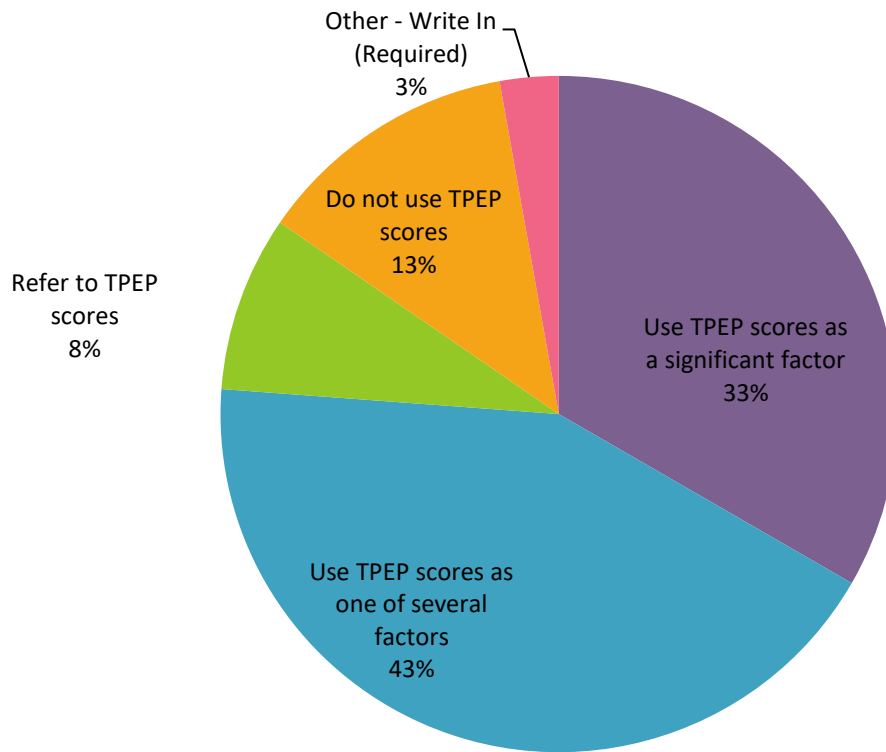
Value	Percent	Count
Use TPEP scores as a significant factor	2.8%	8
Use TPEP scores as one of several factors	37.5%	107
Refer to TPEP scores	20.4%	58
Do not use TPEP scores	35.1%	100
Other - Write In (Required)	4.2%	12
	Totals	285

2.Reduction in force (RIF)



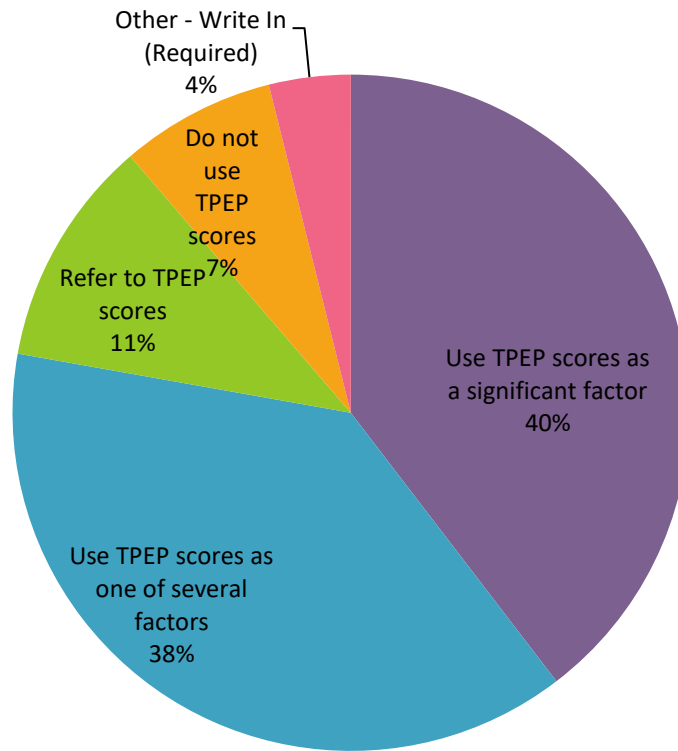
Value	Percent	Count
Use TPEP scores as a significant factor	0.4%	1
Use TPEP scores as one of several factors	15.1%	43
Refer to TPEP scores	8.1%	23
Do not use TPEP scores	68.8%	196
Other - Write In (Required)	7.7%	22
	Totals	285

3.Probable cause for non-renewal of contract



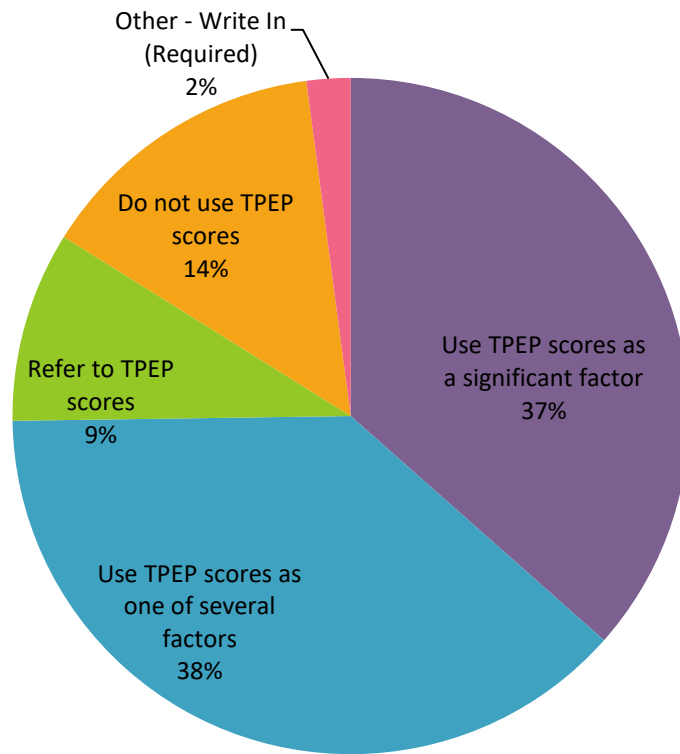
Value	Percent	Count
Use TPEP scores as a significant factor	33.3%	95
Use TPEP scores as one of several factors	42.8%	122
Refer to TPEP scores	8.4%	24
Do not use TPEP scores	12.6%	36
Other - Write In (Required)	2.8%	8
	Totals	285

4.Begin or end probation for experienced employee (per RCW 28A.405.100 (4)(a))



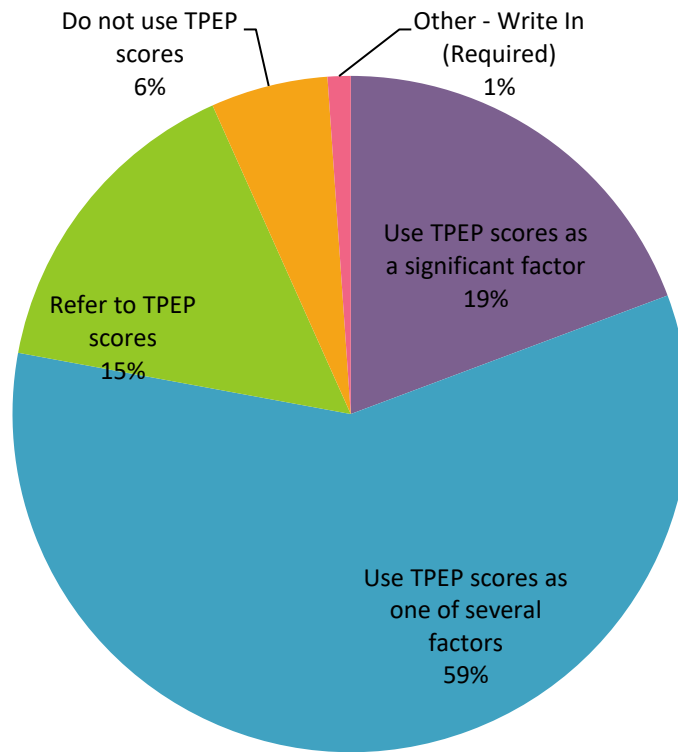
Value	Percent	Count
Use TPEP scores as a significant factor	39.6%	113
Use TPEP scores as one of several factors	38.2%	109
Refer to TPEP scores	10.9%	31
Do not use TPEP scores	7.4%	21
Other - Write In (Required)	3.9%	11
	Totals	285

5. Conversion from provisional to continuing status



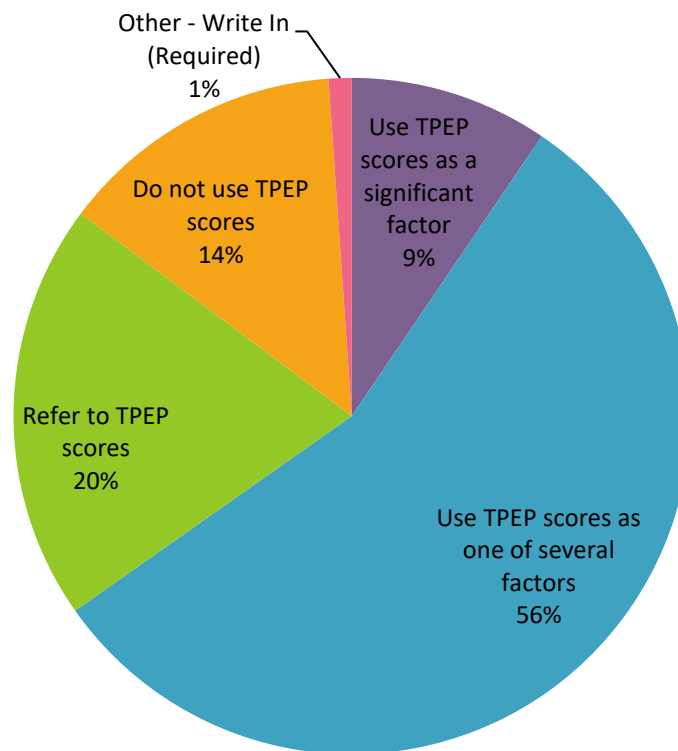
Value	Percent	Count
Use TPEP scores as a significant factor	36.5%	104
Use TPEP scores as one of several factors	38.2%	109
Refer to TPEP scores	9.1%	26
Do not use TPEP scores	14.0%	40
Other - Write In (Required)	2.1%	6
	Totals	285

6. Instructional growth



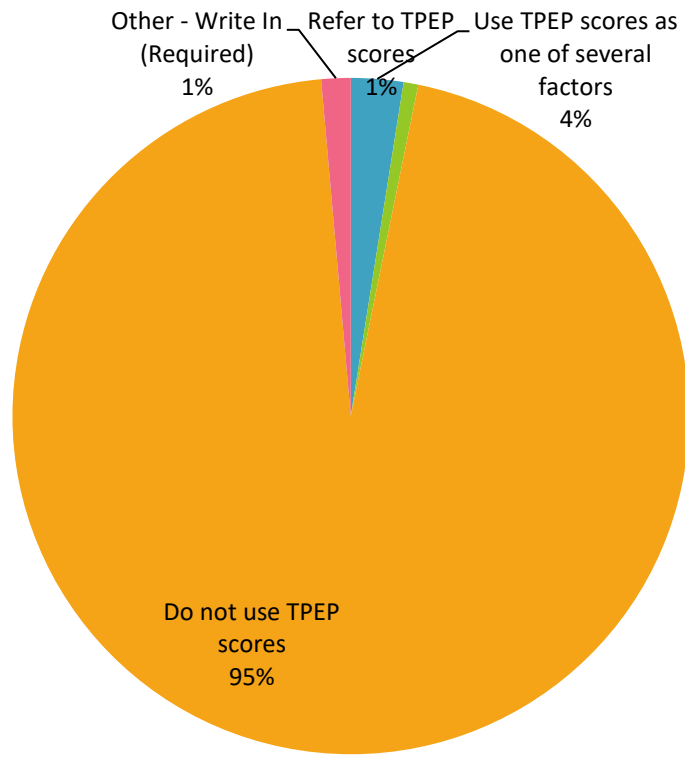
Value	Percent	Count
Use TPEP scores as a significant factor	19.3%	55
Use TPEP scores as one of several factors	58.6%	167
Refer to TPEP scores	15.4%	44
Do not use TPEP scores	5.6%	16
Other - Write In (Required)	1.1%	3
	Totals	285

7. Professional learning



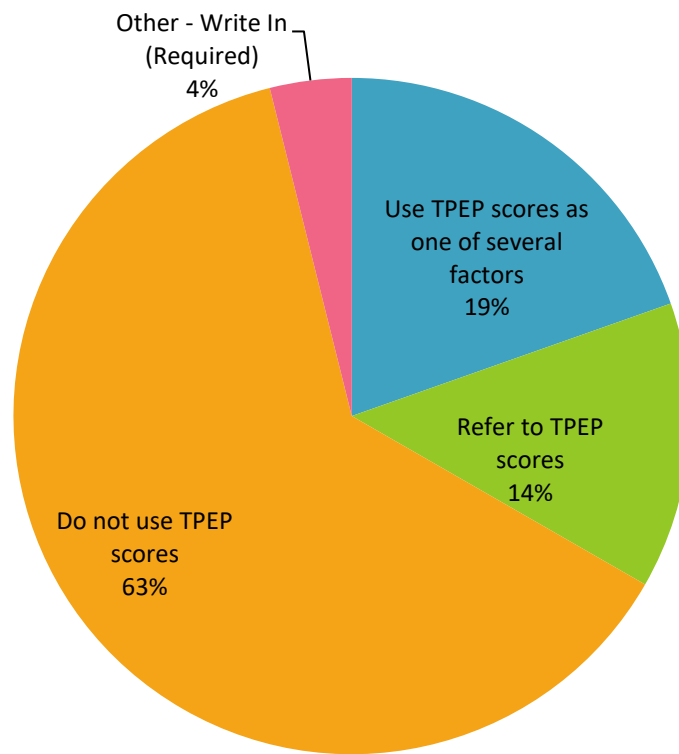
Value	Percent	Count
Use TPEP scores as a significant factor	9.5%	27
Use TPEP scores as one of several factors	55.8%	159
Refer to TPEP scores	20.0%	57
Do not use TPEP scores	13.7%	39
Other - Write In (Required)	1.1%	3
	Totals	285

8.Compensation



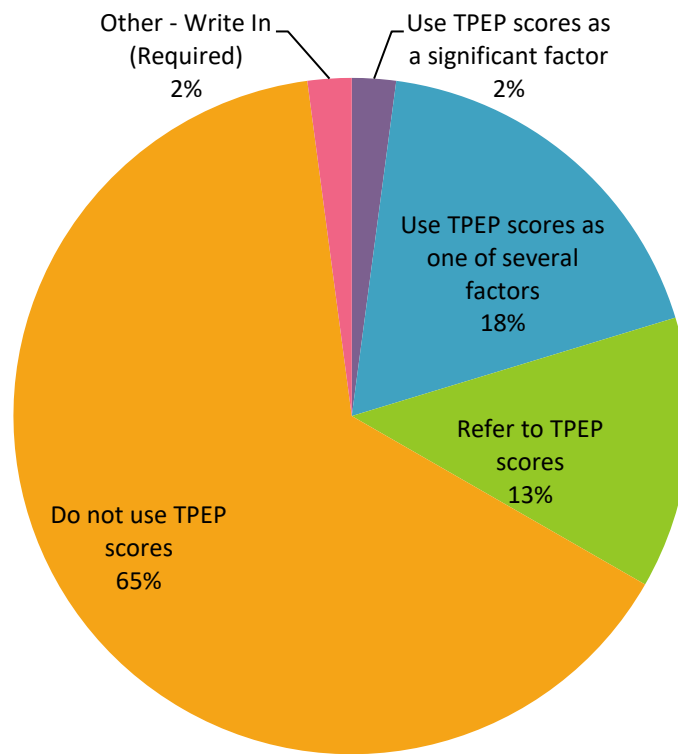
Value	Percent	Count
Use TPEP scores as one of several factors	2.5%	7
Refer to TPEP scores	0.7%	2
Do not use TPEP scores	95.4%	271
Other - Write In (Required)	1.4%	4
	Totals	284

9.Promotion



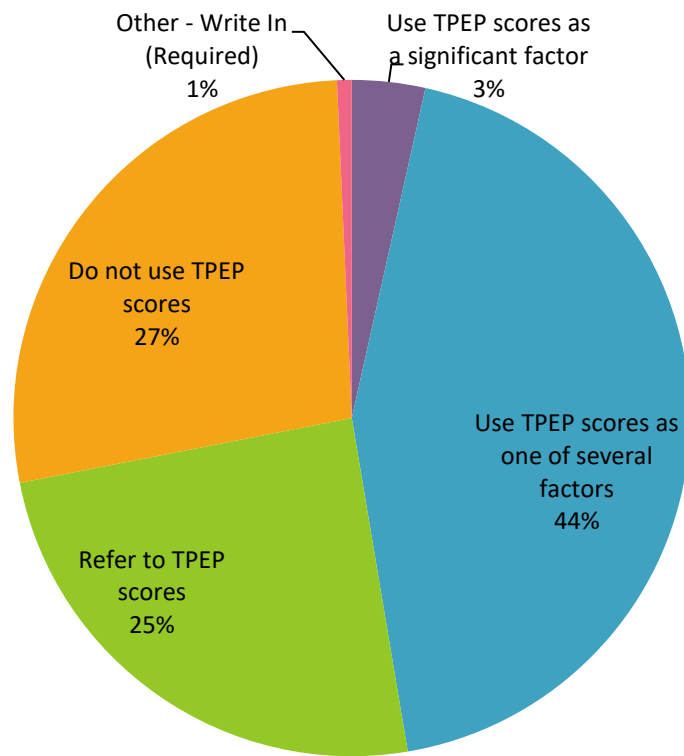
Value	Percent	Count
Use TPEP scores as one of several factors	19.6%	56
Refer to TPEP scores	13.7%	39
Do not use TPEP scores	62.8%	179
Other - Write In (Required)	3.9%	11
	Totals	285

10.Recognition



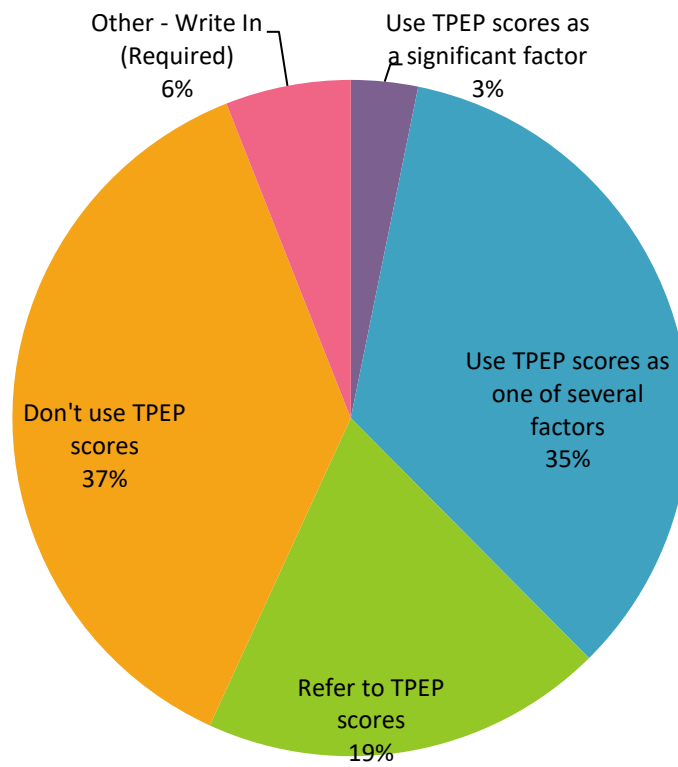
Value	Percent	Count
Use TPEP scores as a significant factor	2.1%	6
Use TPEP scores as one of several factors	18.2%	52
Refer to TPEP scores	13.0%	37
Do not use TPEP scores	64.6%	184
Other - Write In (Required)	2.1%	6
	Totals	285

11. Development of teacher leadership



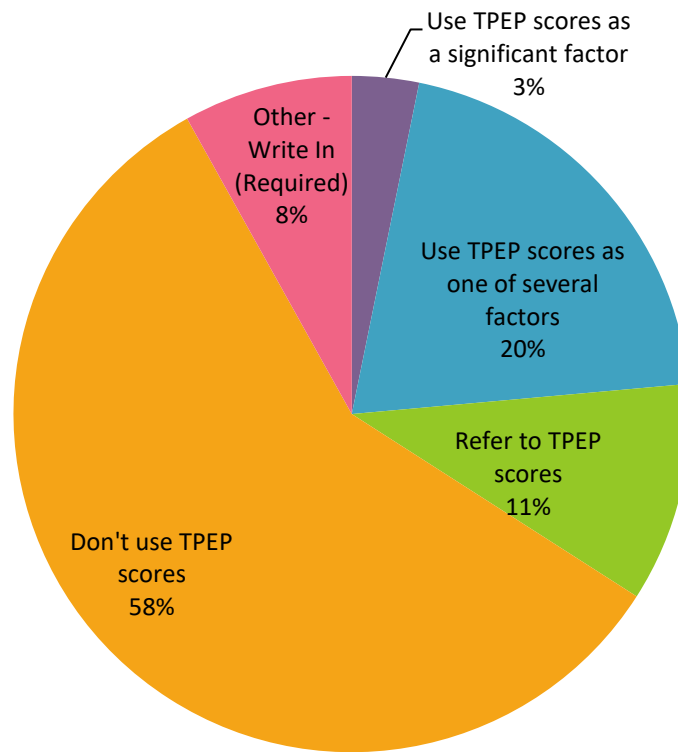
Value	Percent	Count
Use TPEP scores as a significant factor	3.5%	10
Use TPEP scores as one of several factors	43.9%	125
Refer to TPEP scores	24.6%	70
Do not use TPEP scores	27.4%	78
Other - Write In (Required)	0.7%	2
	Totals	285

13. Staff assignment - Principals



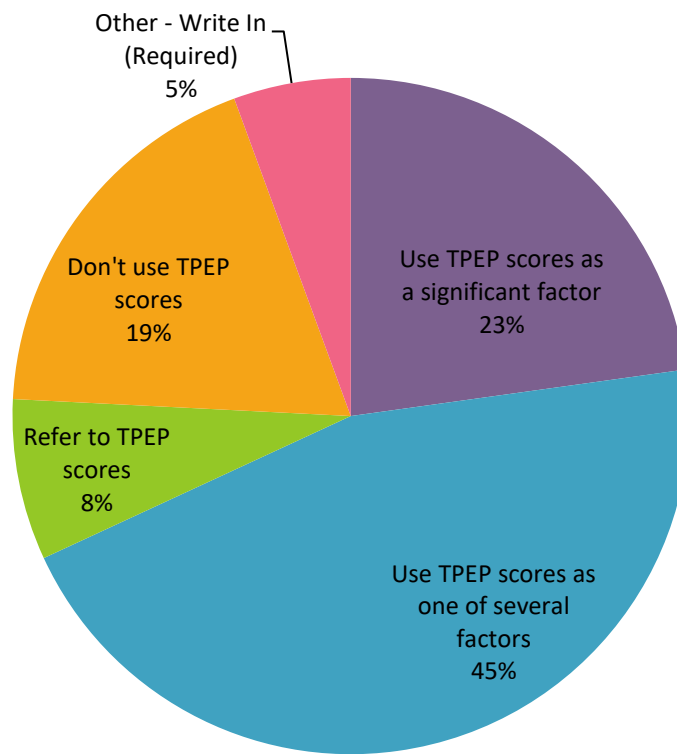
Value	Percent	Count
Use TPEP scores as a significant factor	3.2%	9
Use TPEP scores as one of several factors	34.4%	98
Refer to TPEP scores	19.3%	55
Don't use TPEP scores	37.2%	106
Other - Write In (Required)	6.0%	17
	Totals	285

14.Reduction in force (RIF) - Principals



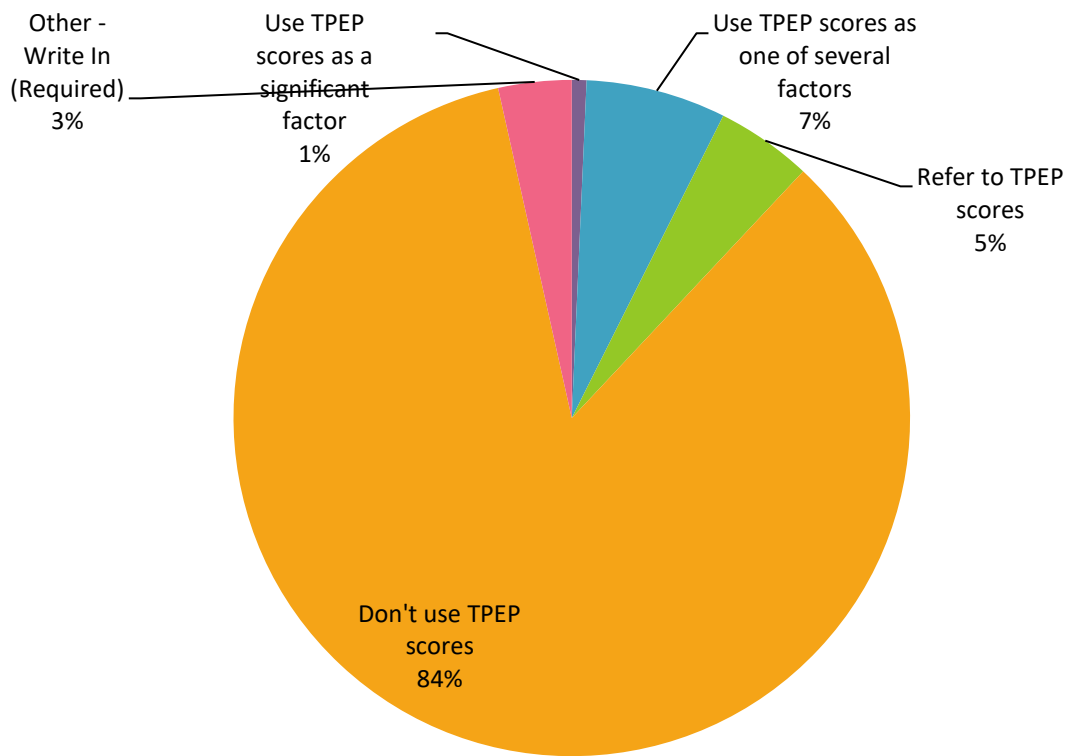
Value	Percent	Count
Use TPEP scores as a significant factor	3.2%	9
Use TPEP scores as one of several factors	20.4%	58
Refer to TPEP scores	10.5%	30
Don't use TPEP scores	57.9%	165
Other - Write In (Required)	8.1%	23
	Totals	285

15. Probable cause for non-renewal of contract - Principals



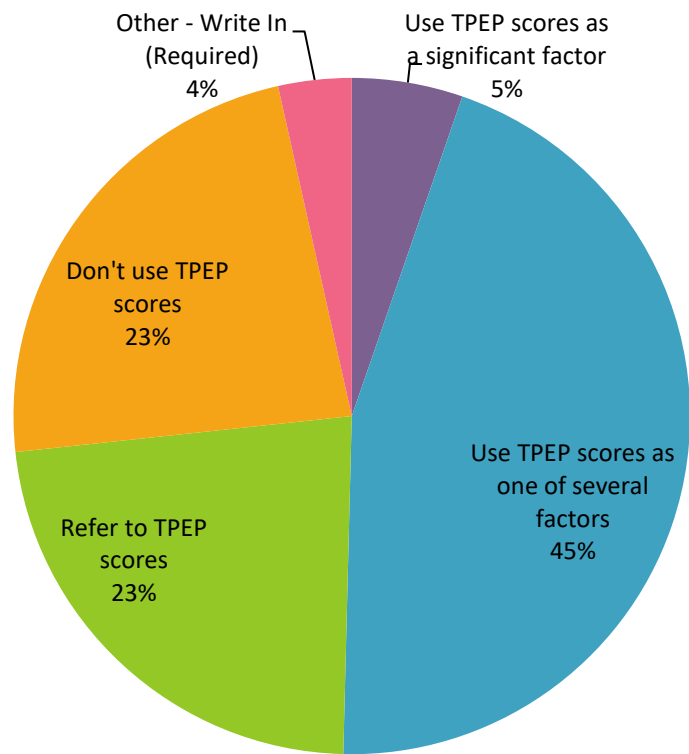
Value	Percent	Count
Use TPEP scores as a significant factor	22.8%	65
Use TPEP scores as one of several factors	45.3%	129
Refer to TPEP scores	7.7%	22
Don't use TPEP scores	18.6%	53
Other - Write In (Required)	5.6%	16
	Totals	285

16.Compensation - Principals



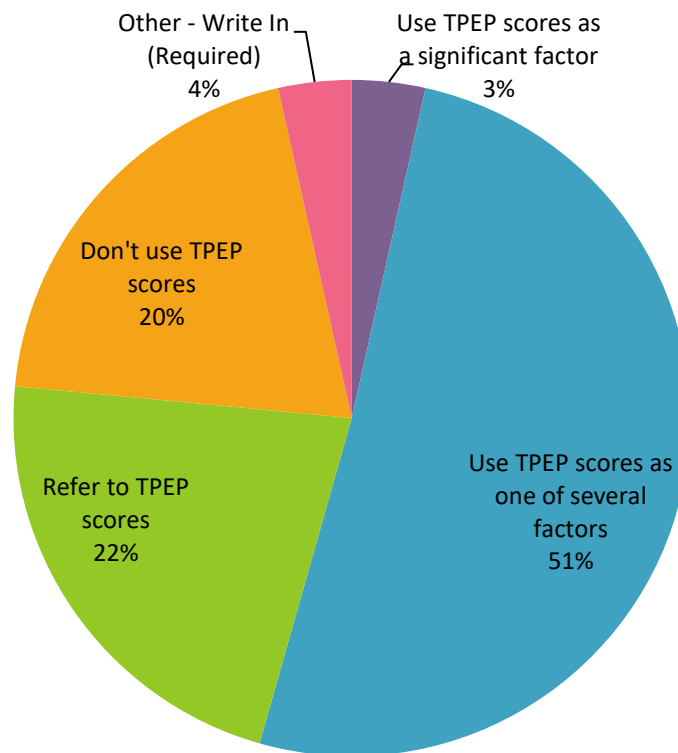
Value	Percent	Count
Use TPEP scores as a significant factor	0.7%	2
Use TPEP scores as one of several factors	6.7%	19
Refer to TPEP scores	4.6%	13
Don't use TPEP scores	84.6%	241
Other - Write In (Required)	3.5%	10
	Totals	285

17. Professional learning - Principals



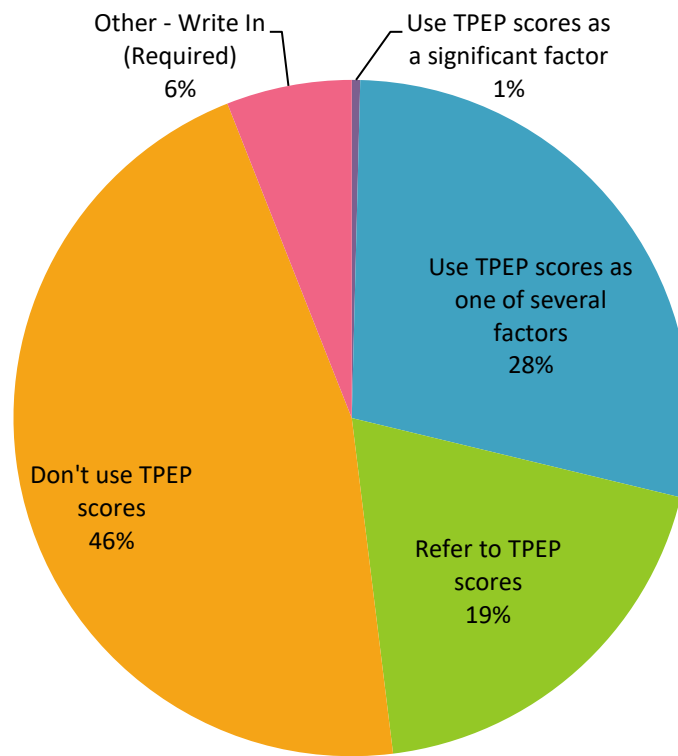
Value	Percent	Count
Use TPEP scores as a significant factor	5.3%	15
Use TPEP scores as one of several factors	45.1%	128
Refer to TPEP scores	22.9%	65
Don't use TPEP scores	23.2%	66
Other - Write In (Required)	3.5%	10
	Totals	284

18. Leadership growth - Principals



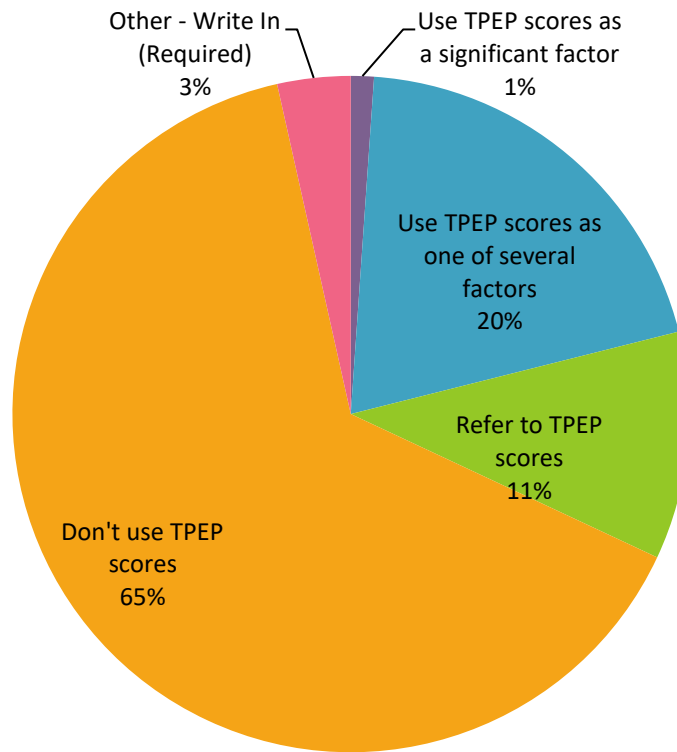
Value	Percent	Count
Use TPEP scores as a significant factor	3.5%	10
Use TPEP scores as one of several factors	50.9%	145
Refer to TPEP scores	22.1%	63
Don't use TPEP scores	20.0%	57
Other - Write In (Required)	3.5%	10
	Totals	285

19.Promotion - Principals



Value	Percent	Count
Use TPEP scores as a significant factor	0.4%	1
Use TPEP scores as one of several factors	28.4%	81
Refer to TPEP scores	19.3%	55
Don't use TPEP scores	46.0%	131
Other - Write In (Required)	6.0%	17
	Totals	285

20.Recognition



Value	Percent	Count
Use TPEP scores as a significant factor	1.1%	3
Use TPEP scores as one of several factors	20.0%	57
Refer to TPEP scores	10.9%	31
Don't use TPEP scores	64.6%	184
Other - Write In (Required)	3.5%	10
	Totals	285