

**Clarenceville School District
Teacher Evaluation Update
2016 - 2017**

What is the Same, Different, and Coming Up

- We are using the same evaluation rubric (tool) that we have used for the past two years
 - Last winter, Frontline acquired Danielson Teachscape Evaluation Management System
 - Our evaluation management system from Frontline is now called “My Learning Plan OASYS”
 - New system is much more user friendly
 - All teachers will receive training on the new system
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What is the Same, Different, and Coming Up

- Must evaluate job performance at least annually
 - Must use multiple rating categories that take into account STUDENT GROWTH AND ASSESSMENT DATA
 - Ratings must be: Highly Effective; Effective; Minimally Effective; Ineffective
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What is the Same, Different, and Coming Up

- **25%** of the annual year - end evaluation was based on student growth & assessment data in **2015-16**
 - **2016-17 & 2017-18** school years will remain at the **25%** level
 - Beginning with the **2018-19** school year, **40%** of the annual year-end evaluation shall be based on student growth and assessment data
 - Beginning with the **2018-19** school year, **50% of the 40%**(or 20%) data measurement must be from the State Assessment (M-STEP)
 - The other 20% can be measured other multiple measures like SLO's etc.
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Mid - Year Progress Report

- Mid - Year Progress Reports are to be done for teachers who are in the first year of their Probationary Period
 - Or for any teacher who received a rating of Ineffective or Minimally Effective in their most recent annual year - end evaluation
 - MYPR shall be based at least in part on student achievement
 - MYPR shall be aligned with the teacher's Individualized Development Plan(Goals)
 - MYPR shall include specific performance goals (Improvement Plan) for the remainder of the school year; developed by administrator & teacher
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Classroom Observations - All Apply

- Review of the teacher's Lesson Plan & State curriculum standard being taught
 - Review of pupil engagement in the lesson
 - Observation does NOT have to be for an entire class period
 - Shall be at LEAST TWO observations per year for all Probationary teachers
 - Shall be at LEAST TWO observations per year for tenured teachers unless a teacher has received a rating of Effective or Highly Effective on his/her TWO most recent annual year - end evaluations
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Classroom Observations

- Beginning with the 2016-17 school year, at least one observation must be UNSCHEDULED/UNANNOUNCED*
- Beginning with the 2016-17 school year, teachers must receive feedback from their administrator on their observation within 30 days
- If a teacher is rated as Highly Effective for 3 consecutive years the district may choose to conduct a year - end evaluation biennially instead of annually

*For tenured teachers who are only being observed once, the observation will be announced. Non-tenured teachers will have one schedule/announced and one unscheduled/unannounced observation.



EVALUATION RATING SCALE

Highly Effective

Average rating for all domains of between 3.5 and 4.0

Effective

Average rating for all domains of between 2.6 and 3.4

Minimally Effective

Average rating for all domains of between 1.5 and 2.5

Ineffective

Average rating for all domains of between 0.0 and 1.4



DATA RATING SCALE

Ineffective 0-25% meet projected growth
(Score of 1)

Minimally Effective 26-50% meet projected growth
(Score of 2)

Effective 51-79% meet projected growth
(Score of 3)

Highly Effective 80-100% meet projected growth
(Score of 4)

Weight of Domains and Data

Domains 1-4 are each worth 18.75%

Domains 1-4 are worth 75% of the evaluation score

Data is worth 25%

Observation and Evaluation Timeline

First year probationary teachers

- First observation and mid-year review complete by January 13, 2017
- Second observation complete by March 31, 2017
- All annual year-end evaluations complete and submitted by June 9, 2017*

Non-tenured teachers and tenured teachers who have not received a rating of Effective or Highly Effective on his/her TWO most recent annual year - end evaluations

- First observation completed by January 13, 2017
- Second observation complete by March 31, 2017
- All annual year-end evaluations complete and submitted by June 9, 2017*

Tenured teachers who have received a rating of Effective or Highly Effective on his/her TWO most recent annual year-end evaluations

- Observation completed by May 5, 2017
- All annual year-end evaluations complete and submitted by June 9, 2017*

***Annual year-end evaluation can include data and information observer has collected from multiple walkthroughs that have been conducted throughout the school year.**