

2015-16 Teacher Evaluation

Observations:

- All teachers will receive at least 1 Formal/Announced Observation in the first semester
 - Follows the formal observation cycle: pre-conference (at teacher's request-not required), observation, post-conference.
 - Observation must be conducted within a one-week window from notification.
 - **Observation is the length of a lesson-not to exceed 50 minutes**
- All teachers will receive at least 1 Informal/Unannounced Observation in the Second semester
 - The teacher does have a one-time option of requesting the administrator to conduct the Informal/Unannounced observation at another time unless there is a scheduling conflict.
 - **Observation is the length of a lesson-not to exceed 50 minutes**
- All observation data, including Administrator Feedback needs to be entered into myPGS no later than ten (10) work days from the observation.
- Domain 2-4 Observations will receive a mid year rating

Scoring for Domain 1 Observations:

- Each Domain 1 observation will be scored separately using the metric below and then averaged together to make up the overall Domain 1 score.
 - Highly Effective (4): Meets all requirements for Effective and at least 15% of scorable elements in the Domain 1 observation at Level 4 (Innovating).
 - Effective (3): At least 60% of scorable elements at Level 3 (Applying) or higher
 - Developing/Needs Improvement (2): Less than 60% of scorable elements at Level 3 (Applying) or higher and less than 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
 - Unsatisfactory (1): At least 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)

Scoring for Domains 2 & 4:

- Highly Effective (4): At least 65% of scorable elements at Level 3 (Applying) or higher and no scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
- Effective (3): At least 60% of scorable elements at Level 3 (Applying) or higher
- Developing/Needs Improvement (2): Less than 60% of scorable elements at Level 3 (Applying) or higher and less than 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
- Unsatisfactory (1): At least 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)

Scoring for Domain 3 (Deliberate Practice):

- This year, domain 3 will be scored and included as a 15% additive to the Status Score (Domains 1, 2, & 4).
- There will be an additional element added to Domain 3 that scores the level at which the teacher attains his/her goal on the targeted element in their Deliberate Practice Plan using the metric below:
 - Highly Effective (4): When a teacher improves three (3) levels on his/her targeted element, or when a teacher improves from "Applying" to "Innovating" on his/her targeted element.
 - Effective (3): When a teacher improves two (2) levels on his/her targeted element, or when a teacher improves from "Developing" to "Applying" on his/her targeted element.
 - Developing/Needs Improvement (2): When a teacher improves one (1) level on his/her targeted element.
 - Unsatisfactory (1): When a teacher does not improve on his/her targeted element.

2015-16 Teacher Evaluation

- All elements in Domain will be given a score from 0(Not Using)-4 (Innovating). All elements, including the new element, will be averaged together to come up with the overall Domain 3 Score
- The overall Domain 3 score will be multiplied by 15% and this amount will be added to the Status Score (Domains 1, 2 & 4 observations)

Status Score:

- The status score is calculated by multiplying the overall Domain 1 score by 60%, overall Domain 2 score by 30%, and overall Domain 4 score by 10% and then adding all three scores together.

Instructional Practice Score:

- The Instructional Practice Score will be the Status Score (see above) plus the Domain 3 15% additive.
- The Instructional Practice Score will make up 65% of the teacher's Summative Evaluation

Summative Evaluation Score:

- The Final Summative Evaluation Score will be made up of:
 - Instructional Practice Score multiplied by 65%
 - Student Performance Measure multiplied by 35%
 - The two scores above are added together to make up the Final Summative Evaluation Score
 - Final Scores between 3.5 – 4.0 will represent “Highly Effective,” final scores between 2.5-3.4 will represent “Effective,” final scores between 1.5-2.4 will represent “Developing/Needs Improvement,” and final scores less than 1.5 will represent “Unsatisfactory”

Exclusions:

- Teachers working less the half the year plus one day (99 days), either due to late hire or approved leave(s), will receive one informal/unannounced observation solely for the purpose of providing exposure to the observation system and formative feedback.

Timelines:

- Deliberate Practice Plans should be completed no later than Friday, September 11, 2015.
- At least one Formal/Announced Observation must be completed in myPGS prior to January 14, 2016 (end of first semester).
- At least one Informal/Unannounced Observation must be completed in myPGS from January 15 –April 29, 2016.
- All Domain 1 observations must be finalized in myPGS on or before April 29, 2016.
- Domains 2-4 Observations will receive a mid-year rating in myPGS no later than the first week of the second semester (week of January 19-22). This is a progress-monitoring tool only.
- All observations (including Domains 2-4) must be completed in myPGS no later than May 18, 2016.