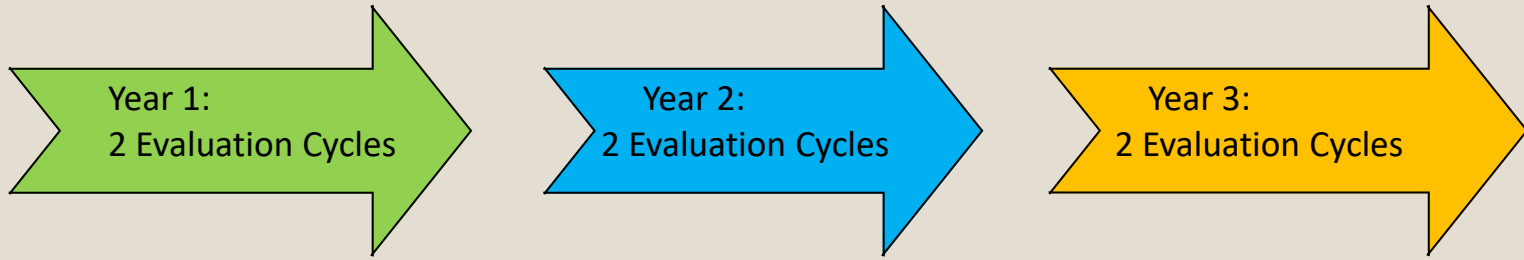




EDUCATOR EVALUATION

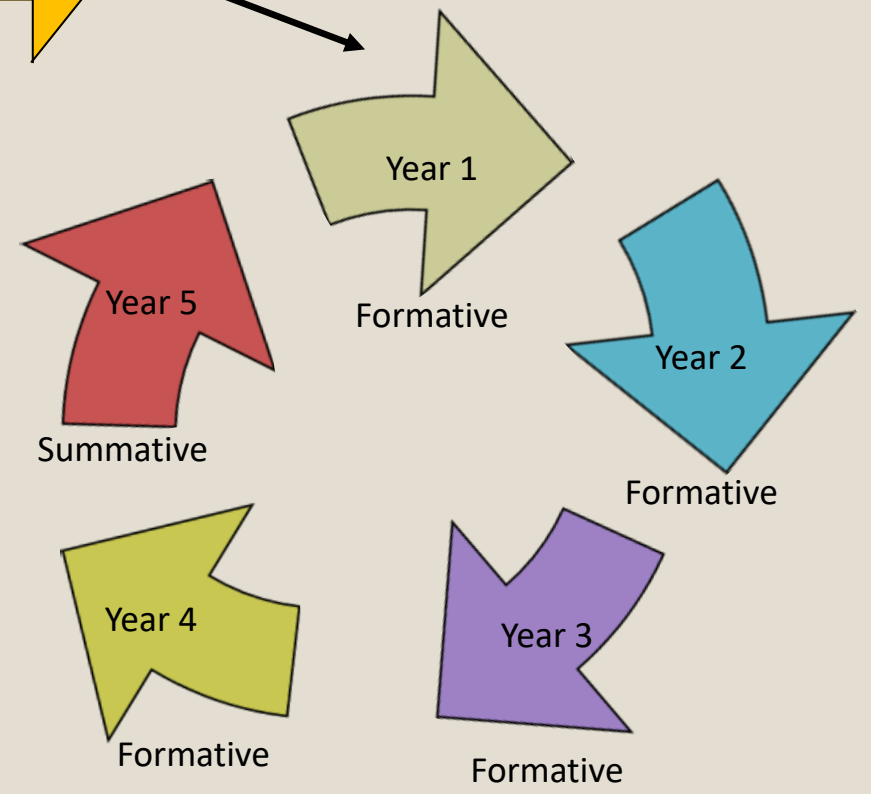
Jessica Dunn
Executive Director
Granite Education Association
Jessica.Dunn@myuea.org

GSD Educator Evaluation Process



“Provisional Educator” Evaluation Timeline

“Career Educator” Evaluation Cycle



USBE Board Rule R277-533

- In 2015, USBE approved R277-533. It governs district educator evaluation systems.
- A school district shall combine an educator's component ratings using the following formula:
 - (a) 70% for Instructional Effectiveness;**
 - (b) 10% for stakeholder input; and**
 - (c) 20% for student growth.**

Senate Bill 64 Requirements

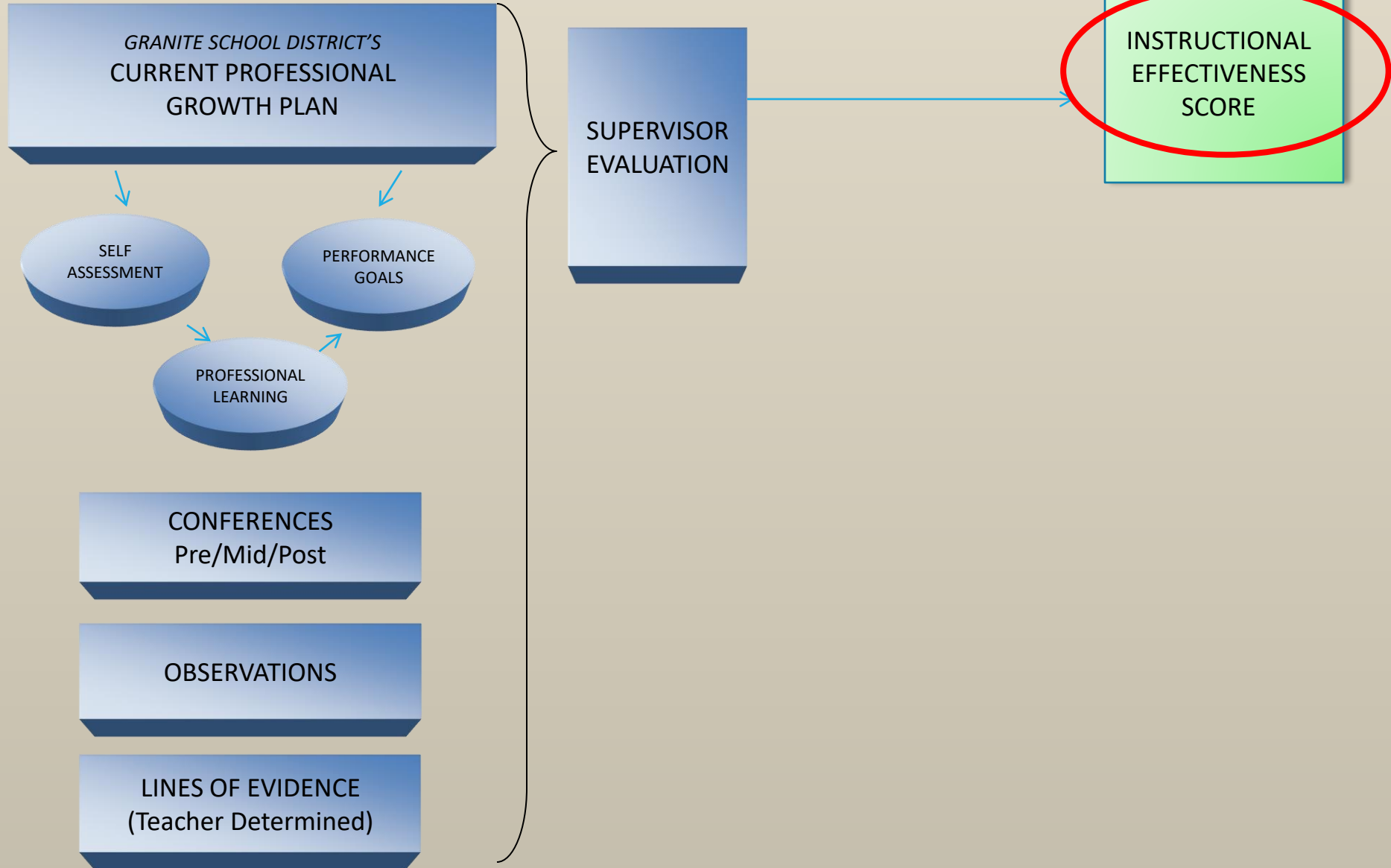
Professional Growth and Evaluation (PG&E) must include:

- **Instructional Effectiveness Score**
- Stakeholder Input
- Student Growth



GSD PROFESSIONAL GROWTH AND EVALUATION PROCESS

SB 64 Elements



Senate Bill 64 Requirements

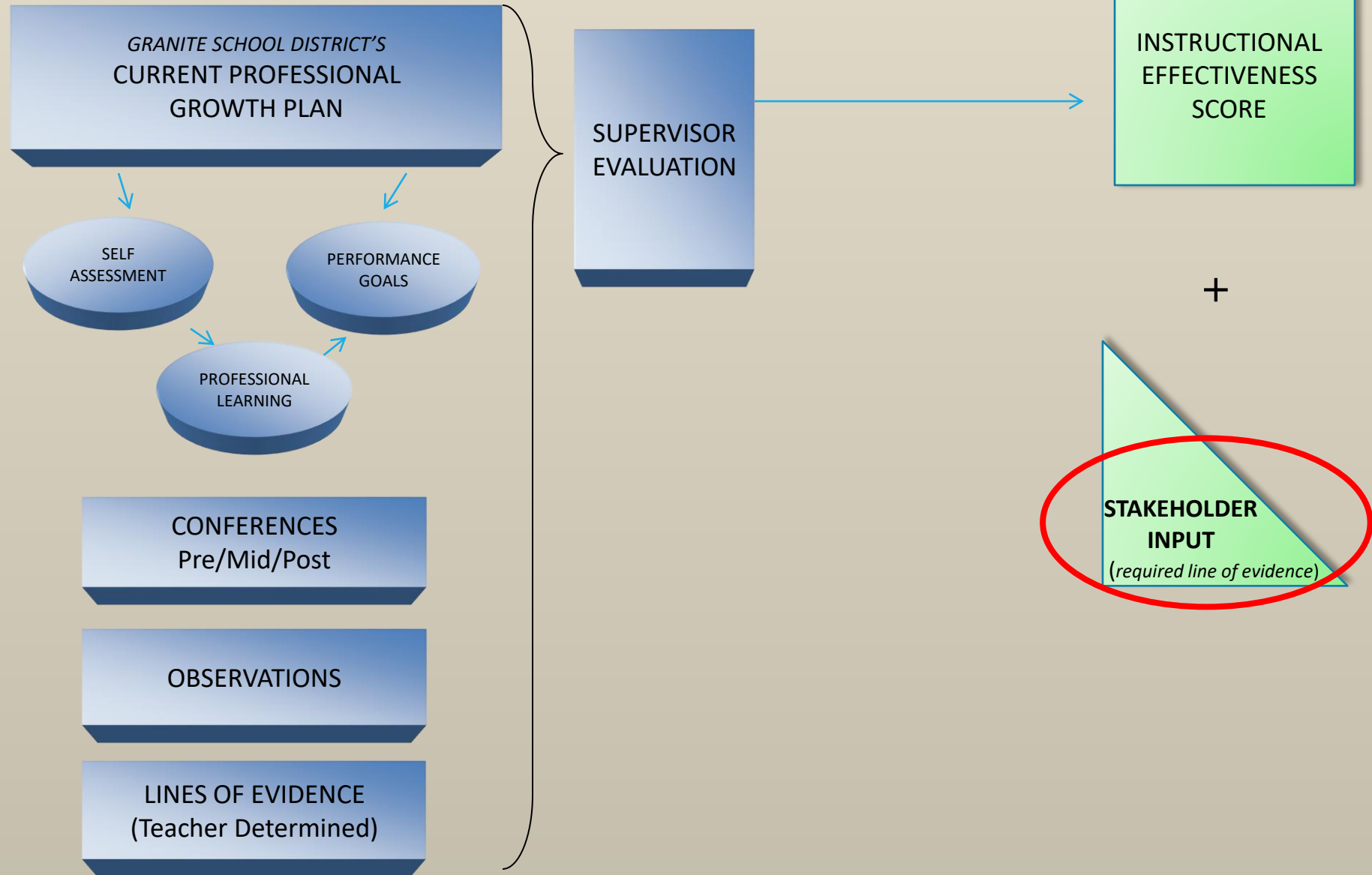
Professional Growth and Evaluation (PG&E) must include:

- Instructional Effectiveness Score
- **Stakeholder Input**
- Student Growth



GSD PROFESSIONAL GROWTH AND EVALUATION PROCESS

SB 64 Elements



Stakeholder Input

- Stakeholders include but are not limited to; students, parents, colleagues, and community members.
- GSD will use surveys (electronic and/or hard copy) to gather stakeholder input.
- Stakeholder input has been a valuable part of our PG&E process since 2003; it was an optional line of evidence for educators and administrators.
- In Senate Bill 64 stakeholder input is a mandatory line of evidence.



Granite School District
Professional Growth and Evaluation
EDUCATOR SURVEY FOR STUDENTS

Educator Name: _____ **School:** _____
Grade or Subject: _____ **Date:** _____

Please respond to the following questions about the educator. Answer each question by marking the box.
N = Never S = Sometimes O = Often A = Always D = Don't Know

	N	S	O	A	D
1. I am learning new things in my class.					
2. This class is a good environment for learning.					
3. This educator treats me with care and respect.					
4. I understand this educator's directions.					
5. I understand the expectations for this class.					
6. This educator treats me fairly.					
7. This educator keeps me informed of my progress.					
8. This educator explains new concepts clearly.					
9. This educator helps our class be on our best behavior.					
10. This educator helps me with my assignment when I need it.					
11. This educator shows excitement for learning.					

Student's Name (Optional) _____



Granite School District
Professional Growth and Evaluation

EDUCATOR SURVEY FOR PARENTS / COMMUNITY

Educator Name: _____ **School:** _____
Grade or Subject: _____ **Date:** _____

Rate this educator’s performance in each activity listed below. Please rely on your own contact with the educator in making your decision. If you do not have sufficient information to mark an activity, please select the “Don’t know” category.

N=Never S=Sometimes O=Often A=Always D=Don’t know

I. Instruction and Assessment	N	S	O	A	D
A. My student is learning in this class.					
B. The learning activities in this school are appropriate for my student.					
C. The amount of homework is appropriate for my student.					
D. Homework in this class helps my student learn.					
E. My student knows what is expected in this class.					

II. Learning Environment	N	S	O	A	D
A. The educator treats my student with care and respect.					
B. The educator treats my student fairly.					
C. The educator creates a positive learning environment.					
D. The educator manages student behavior.					

III. Professional Responsibilities	N	S	O	A	D
A. The educator is accessible.					
B. The educator communicates with me concerning my student.					
C. The educator maintains professional appearance and behavior.					
D. I know what is expected of my student in this class.					

Name (Optional) _____



Granite School District
Professional Growth and Evaluation
EDUCATOR SURVEY BY STAFF MEMBERS

Educator Name: _____ **School:** _____
Grade or Subject: _____ **Date:** _____

Rate this educator's performance in each activity listed below. Please rely on your own contact with the educator in making your decision. If you do not have sufficient information to mark an activity, please select the "Don't know" category.

N=Never S=Sometimes O=Often A=Always D=Don't know

I. Instruction and Assessment	N	S	O	A	D
A. The educator consistently communicates clearly and accurately.					
B. The educator uses a variety of effective instructional strategies.					
C. The educator uses a variety of engagement strategies.					
D. The educator involves students in meaningful learning opportunities.					
E. The educator makes reasonable and appropriate individual accommodations.					
F. The educator uses assessment to guide instruction and verify that meaningful learning is taking place.					

II. Planning and Preparation	N	S	O	A	D
A. The educator uses appropriate curriculum materials in planning for instruction.					
B. The educator plans and prepares for needs of diverse learners.					
C. The educator sets goals and makes instructional decisions based on data gathered from multiple sources.					
D. The educator applies knowledge of developmentally appropriate practices.					
E. The educator collaborates with colleagues in planning instruction, effectively using resources and providing support for improved student learning.					

III. Learning Environment	N	S	O	A	D
A. The educator shows and elicits respect while developing and maintaining positive rapport.					
B. The educator supports colleagues.					
C. The educator advocates, nurtures, and sustains a culture for learning.					
D. The educator manages procedures.					
E. The educator manages student behavior.					

IV. Professional Responsibilities	N	S	O	A	D
A. The educator participates in professional growth.					
B. The educator interacts and communicates with constituency groups.					
C. The educator maintains professional appearance and behavior.					
D. The educator performs necessary non-instructional duties.					
E. The educator demonstrates professional leadership.					

Name (Optional) _____

Stakeholder Input Data Collection

- Stakeholder input survey forms will be available on individual school websites.
- Paper copies of the stakeholder input survey forms will also be available in the main office of each school building.
- Stakeholder input will be gathered electronically (or paper format) during parent conferences (one week each – Monday to Monday) in the fall and spring.
- Educators may choose to collect stake holder input at any time.
- Educators are responsible to solicit stake holder input.
- Educators shall retain personal survey information in their own files.

Senate Bill 64 Requirements

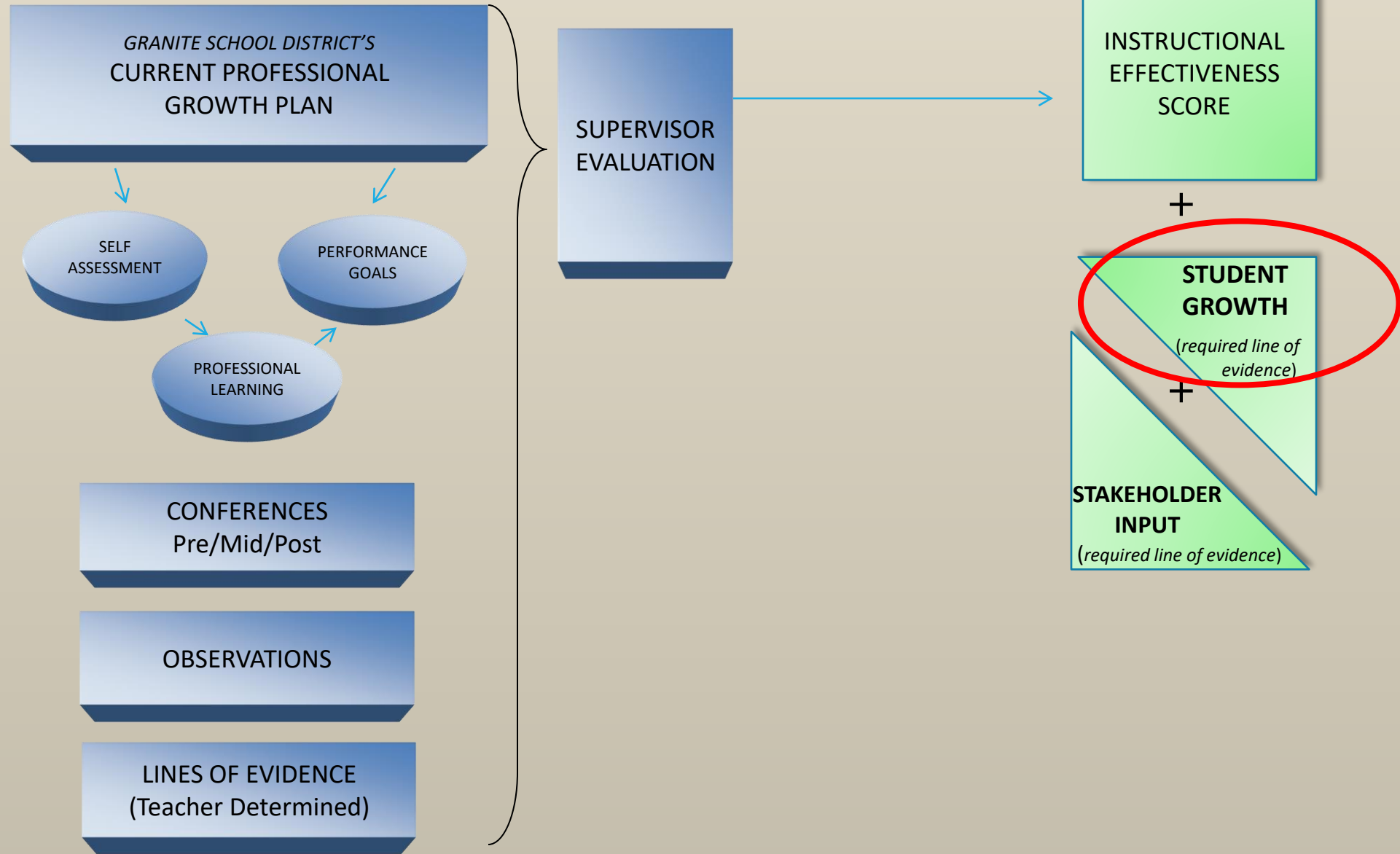
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- Instructional Effectiveness Score
- Stakeholder Input
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GSD PROFESSIONAL GROWTH AND EVALUATION PROCESS

SB 64 Elements

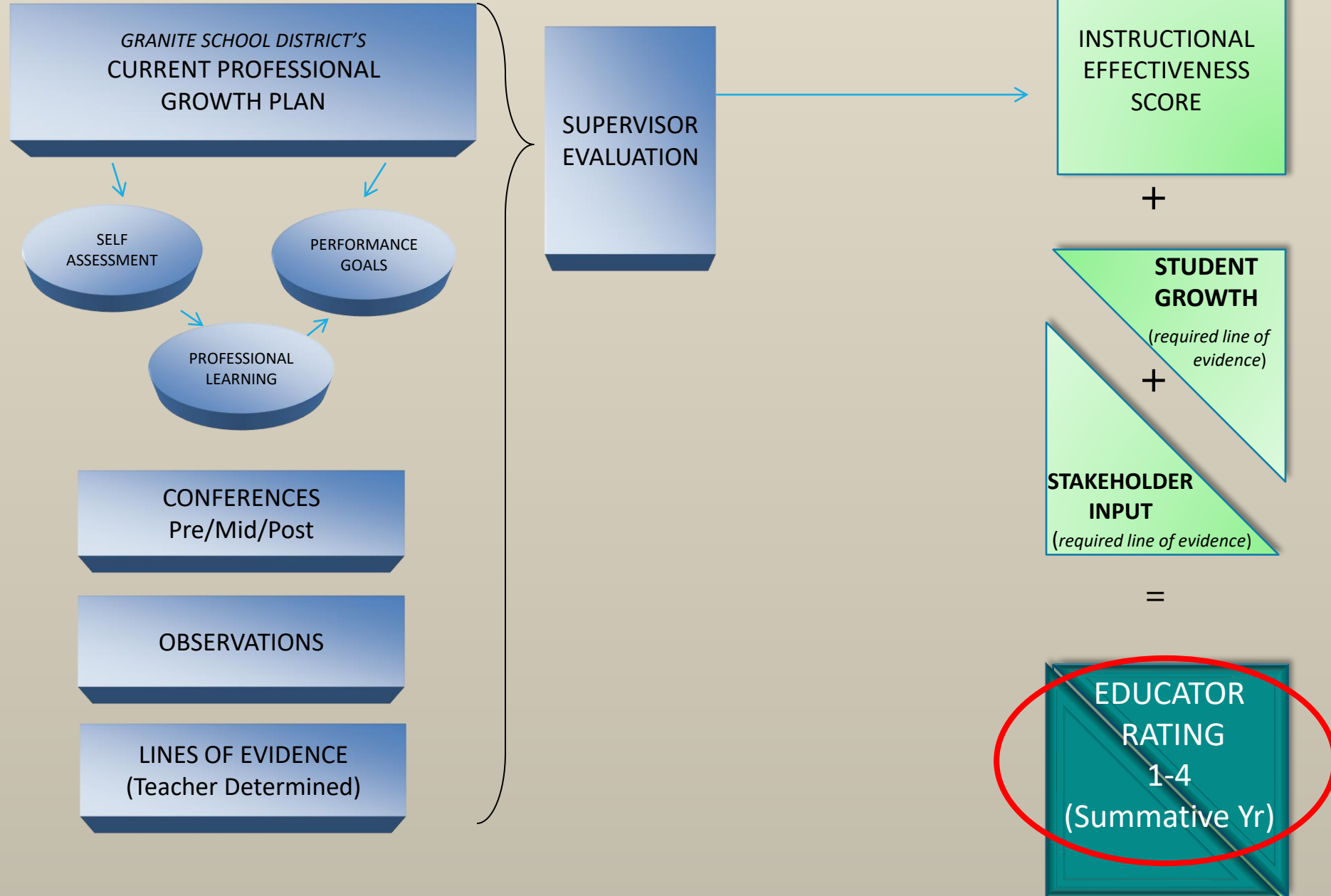


Student Growth

- R277-533 stipulates student learning objectives (SLOs)
- SLOs have a requirement to include learning goals, assessments, and targets.
- In Granite District our benchmarks are our SLOs and are documented on School City, a digital platform.
- Special education, itinerant educators, district office specialists, instructional coaches, etc. will use related attributions of benchmark growth.

GSD PROFESSIONAL GROWTH AND EVALUATION PROCESS

SB 64 Elements



Summative Evaluation Summary Example

Click To Show/Hide This Form

Status of Employment

Required Lines of Evidence

Instructional Effectiveness Score:

Student Growth Data: NA

Stakeholder Input: NA

Educator Rating: (This is a combination of the instructional effectiveness score combined with stakeholder input and student growth score to create a 1-4 effectiveness rating)

Status of Employment

A. Has this educator's performance been satisfactory during the period covered by this evaluation?

- Yes
 No

B. Based upon this evaluation, would you recommend the continuation of this educator's employment? (For provisional educators, mark only for the March 15 evaluation)

- Yes
 No

Legislated Teacher Salary Implications

Eligibility for (educator) wage increase:

- Evaluation instrument must differentiate between four levels of performance (1-4)
 - Lowest two ratings (1 and 2) will be ineligible for a wage increase
- In Granite School District, eligibility for wage increases is defined as a step on the board approved salary schedule
- Educators will not lose existing steps; however, they may not advance a step if they are ineligible for a wage increase
- Exceptions are:
 - provisional educators
 - first year of a new assignment (subject, grade, school)

Educator's Right to Appeal

In accordance with Granite's Professional Agreement:

- Teachers evaluated under the provisions of the Educator Evaluation Law
- Copies of formative and summative teacher evaluations given to the teacher with teacher right for statement
- Evaluations used for corrective discipline, conducted by fully licensed administrators
- Educator who is not satisfied with a summative evaluation may request a review



***QUALITY EDUCATORS ARE
ESSENTIAL TO THE SUCCESS
OF ALL STUDENTS.***