



Building Minds, Leading Change

Working Together for Great Kansas City Schools

Teacher Evaluation

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Be proactive about your evaluation this year. Keep documentation to support high ratings in each area and on the teaching standards. [Possible Sources of Evidence](https://dese.mo.gov/sites/default/files/2a-PossibleSourcesofEvidence.pdf) (<https://dese.mo.gov/sites/default/files/2a-PossibleSourcesofEvidence.pdf>) for every standard can be found by clicking [here](https://dese.mo.gov/sites/default/files/2a-PossibleSourcesofEvidence.pdf) (<https://dese.mo.gov/sites/default/files/2a-PossibleSourcesofEvidence.pdf>). You don't have to keep a portfolio, but any documentation you collect can be helpful if an administrator marks you low in an area.

Another important document to become familiar with is the [Teacher Growth Guide](https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf) (<https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf>) (click [here](https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf) (<https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf>)). It's the rubric administrators use to evaluate the standards.

Probationary teachers (less than 5 years plus one day)

- Are evaluated every year.
- Are required to complete 2 ISPs
- Are required to complete 2 SGOs.
- Summative (final) evaluation due March 16, 2017

Tenured teachers:

- Are evaluated on a 3-year cycle.
- Are still required to complete 2 SGOs.
- Are required to complete 2 ISPs.
- Can be evaluated any year if the administrator determines there is an issue.
- Summative (final) evaluation due May 1, 2017

The Summative Teacher Evaluation will be based on the following percentage weights:

1. The state's nine teaching standards – **27%**
2. Two Individual Support Plans (ISPs) – **58% total**
 - a. District ISP – 25%
 - b. Individual ISP – 33%
3. Two Student Growth Objectives (SGOs) – **15% total**
 - a. #1 SGO – 7.5%
 - b. #2 SGO – 7.5%

Important Information about ISPs - Due Oct. 14

1. ISPs are based on growth, too!
2. Your goals should **NOT** be written based on test scores. Doing so could increase the impact (percentage) test scores have on your evaluation.
3. Make sure the goals you write are achievable. **58% of your evaluation** is based on the ISPs.
4. The district ISP is the same as last year – Standard 1.1 (see below).
5. The 2nd ISP is an individual one – you can select the standard you want to work on this year.
6. Become extremely familiar with the [Teacher Growth Guide](https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf) (<https://dese.mo.gov/sites/default/files/02-GrowthGuide.pdf>) – it determines how you will be evaluated on your ISP. It will tell you what your administrator needs to see in order to determine your level (Emerging, Developing, Proficient, or Distinguished).
7. The initial ISP conference with your administrator (October) is where your baseline scores will be determined. Remember that it is a baseline score and a final score (growth score) will be given to you at the end of the cycle and factored in to your final evaluation.

Standard 1.1

- Standard 1: Content knowledge aligned with appropriate instruction. The teacher understands the central concepts, structures, and tools of inquiry of the discipline(s) and creates learning experiences that make these aspects of subject matter meaningful and engaging for students.
- Quality Indicator 1: Content knowledge and academic language

Important Information about SGOs

- All teachers, whether they are being evaluated or not, must complete 2 SGOs.
- Probationary teachers must have their SGOs completed by March 3rd and submitted in OASYS.
- Tenured teachers in the evaluation cycle must have their SGOs completed by April 21st and submitted in OASYS.
- Teachers not in the evaluation cycle must have their SGOs completed by May 1st and submitted in OASYS

Assessments used for SGOs

- Norm-referenced assessment - i.e. NWEA or Achievement Series
- If an educator does not administer the NWEA, CIPD staff will create and or approve pre and post assessments used for Student Growth Objectives
- Formative assesment approved by CIPD - Includes but not limited to STAR, Alpha Kids, QRI, Performance-based test

Exclusion Criteria for SGOs

- Students must have Pre/Post Test data.
- Students may be excluded if not in attendance 90% of the time of the SGO
- A teacher may exclude any student he/she is not responsible for the instruction of the SGO content. Example: Exceptional Ed. pull out, ELL pull out

Timeline given to principals:

- P = Probationary (P1 is a first year teacher, P2 is a second year teacher, etc.)
- T = Tenured (the number after the T is the classification on the three-year cycle)

P1, P2: 2 – Individual Support Plans; District/Individual 1 – Pre-evaluation Conference 1 – Formal Observation 1 – Pre-Conference completed by teacher 2 – Walkthroughs – due 12/9/16 2 – Walkthroughs – due 2/22/17 1 – Summative due 3/16/17 16-17 Student Growth Objectives (2 forms)	P3, P4, P5: 2 - Individual Support Plans; District/Individual 1 – Pre-evaluation Conference 2 – Walkthroughs – due 12/9/16 2 – Walkthroughs – due 2/22/17 1 – Summative due 3/16/17 16-17 Student Growth Objectives (2 forms)
T1: 2 - Individual Support Plans; District/Individual 1 – Pre-evaluation Conference 2 – Walkthroughs– due 12/9/16 1 – Walkthrough – due 2/22/17 1 – Summative due 5/1/17 16-17 Student Growth Objectives (2 forms)	T2, T3: 2 - Individual Support Plans; District/Individual 1 – Walkthrough due 12/9/16 1 – Walkthrough due 4/28/17 16-17 Student Growth Objectives (2 forms)

***Mid-Year Evaluations will be Optional.**