



ADRIAN PUBLIC SCHOOLS

Tradition of Opportunities
Future of Possibilities

2022-2023 Teacher Evaluation Process

1. Self-Assessment – Required for all probationary teachers and teachers on an IDP by Nov 6; Overall rating not required but evaluatee comments are required.
2. Goal or IDP Goals – Develop by October 15
 - Student growth goals (40% growth component)
 - One professional goal – aligned to Building School Improvement Plans
 - Two district related goals; 1) Curriculum/Instruction based and 2) Culture & Climate focus
 - One personal goal
3. Walk-Thru’s – The Term “walk-through” has been eliminated and now all evaluation visits by administrators will be categorized as observations in Frontline. However, not all observations will be symmetrical in time and will vary reflecting closely with the traditional walk-through time length up to a full class period.
4. Observations – Scheduled and Unscheduled. Overall rating required for each of the 4 domains below). See reverse side to determine exactly how many total observations and how many pre & post observations for the respective groups.
 - Planning & Preparation
 - Instruction
 - Classroom Management
 - Professional Responsibility
5. Mid-Year Progress Report – Due by February 1
Required for 1st/2nd year teachers and teachers on IDP
 - Planning & Preparation
 - Instruction
 - Classroom Management
 - Professional Responsibilities
 - Student Growth Goals (2)
 - Goals Feedback
6. Summative Evaluation with weighted results – due by mid-May.
 - Part A – Danielson Domains
 - Planning & Preparation – **10%**
 - Classroom Environment – **15%**
 - Instruction – **15%**
 - Professional Responsibility – **10%**
 - Part B – Other Areas
 - Goals or IDP – **2%**
 - Significant Contributions – **2%**
 - Relevant Training – **2%**
 - Attendance – **2%**
 - Discipline – **2%**
 - Part C – Student Growth
 - NWEA/Local Assessment – **20%**
 - Additional Assessment Data- **20%**
7. Goal Ideas for the following school year
8. Final Employment Recommendation

Overview:

Below are the requirements by assignment or probationary status.

Yr. 1 & 2 Probationary Teachers

Self-Assessment

- IDP Goals

By Winter Break:

- Two (2) Observations (one Pre-& Post)
- Mid-Year Progress Report

By Year-End:

- Two (2) Observations

Yr. 3-5 Probationary Teachers

IDP Goals

By winter Break:

- One (1) Observations (Pre & Post)

By Year-End:

- One (1) Observations

Tenured Teachers

By Winter Break:

- One (1) Observations (Pre-& Post) By

Year-End:

- One (1) Observations

Counselor Evaluation Domains:

Part A

- Direct Services – **10%**
- Indirect Services – **15%**
- Program Planning & School Support –**15%**
- Professional School Counselor – **10%**

Part B – Other Areas

- Goals – **2%**
- Significant Contributions – **2%**
- Relevant Training – **2%**
- Attendance – **2%**
- Discipline – **2%**

Part C - Student Growth

- State Assessment – **20%**
- Local Assessment – **20%**

Tenured Teachers on IDP

- Self-Assessment

- IDP Goals

By Winter Break:

- Four (4) Observations (one Pre-& Post)
- Mid-Year Progress Report

By Year-End:

- Four (4) Observations (one Pre-& Post)

Highly Effective Teachers*

- Goals
- One (1) Observation

Counselors & Instructional Coaches

By Winter Break:

- One (1) Observations (one Pre-& Post)

By Year-End:

- One (1) Observations

Instructional Coach Evaluation Domains:

Part A

- Purposeful Planning – **15%**
- Effective Instruction – **16%**
- Coach Leadership – **16%**

Part B – Other Areas

- Goals – **5%**
- Significant Contributions – **2%**
- Relevant Training – **2%**
- Attendance – **2%**
- Discipline – **2%**

Part C - Student Growth

- State Assessment – **20%**
- Local Assessment – **20%**

Student Growth

NWEA (Straight Scores from NWEA, no ++ exemption)

Ranking	Percentage of Students Meeting Growth Goal
Highly Effective	>60%
Effective	50 – 59.99%
Minimally Effective	40 – 49.99%
Ineffective	<40%

*Highly Effective Teachers – If a teacher was HE and not evaluated in 2021-22, they are required to have a full evaluation cycle in 2022-23. Newly rated Highly Effective teachers (at year-end in 2021-22) will begin the three (3) year requirement for HE ratings before moving to the biennial evaluation cycle. The law requires that they have three (3) consecutive years of HE ratings then move to a biennial evaluation cycle. This cycle is managed by Human Resources.