



**ADRIAN PUBLIC SCHOOLS**

*Tradition of Opportunities*  
Future of Possibilities

## **2023-2024 Teacher Evaluation Process**

1. Self-Assessment – Required for all probationary teachers and teachers on an IDP by October 13; Overall rating not required but evaluatee comments are required.
2. Goal or IDP Goals – Develop by October 13
  - Student growth goals (40% growth component)
  - One professional goal – aligned to Building School Improvement Plans
  - Two district related goals; District Goal 1, District Goal 2
  - One personal goal
3. Observations – Scheduled and Unscheduled. 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
4. Mid-Year Progress Report – Due by February 1  
Required for 1<sup>st</sup>/2<sup>nd</sup> year teachers and teachers on IDP
  - Planning & Preparation
  - Instruction
  - Classroom Management
  - Professional Responsibilities
  - Student Growth Goals (2)
  - Goals Feedback
5. 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%** **ATTENDANCE DUE: May 10<sup>th</sup>**
    - Discipline – **2%**
  - Part C – Student Growth
    - NWEA/Local Assessment – **20%**
    - Additional Assessment Data- **20%**
6. Goal Ideas for the following school year
7. 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 2022-23, they are required to have a full evaluation cycle in 2023-24. Newly rated Highly Effective teachers (at year-end in 2022-23) 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.