



ADRIAN PUBLIC SCHOOLS

Tradition of Opportunities
Future of Possibilities

2018-19 Teacher Evaluation Process

1. Self-Assessment – **Required for all probationary teachers and teachers on an IDP** by October 1; Overall rating not required but evaluatee comments are required.
2. Goal or IDP Goals – Develop by October 1
 - Two student growth goals (25% 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
 - Evidence button added for each goal
3. Walk-Thru's
 - Planning & Preparation (overall rating optional)
 - Instruction (**overall rating required**)
 - Classroom Management (**overall rating required**)
 - Professional Responsibilities (overall rating optional)
4. Observations – Scheduled and Unscheduled.
 - Planning & Preparation (**overall rating required**)
 - Instruction (**overall rating required**)
 - Classroom Management (**overall rating required**)
 - Professional Responsibility (overall rating optional)
5. Mid-Year Progress Report – Due - 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 (4)
6. Summative Evaluation with weighted results – due by mid-May
 - Part A – Danielson Domains- 55%**
 - Planning & Preparation – 15%
 - Classroom Environment – 15%
 - Instruction – 15%
 - Professional Responsibility – 10%
 - Part B – Other Areas – 20%**
 - **Goals or IDP – 8%**
 - **Significant Contributions – 3%**
 - **Relevant Training – 3% (Revised rubric and definitions)**
 - **Attendance – 3%**
 - **Discipline – 3% (Revised rubric)**
 - Part C – Student Growth – 25%**
7. Final Employment Recommendation
8. Goal Ideas for the following school year

Overview:

Below are the requirements by assignment or probationary status.

Yr. 1 & 2 Probationary Teachers

Self-Assessment

- IDP Goals

By Winter Break:

- One (1) Observation
- One (1) Walk-thru
- Mid-Year Progress Report

By Year-End:

- One (1) Observation
- One (1) Walk-thru

Tenured Teachers on IDP

Self-Assessment

- IDP Goals

By Winter Break:

- Two (2) Observations
- Two (2) Walk-thru's
- Mid-Year Progress Report

By Year-End:

- Two (2) Observations
- Two (2) Walk-thru's

Yr. 3-5 Probationary Teachers

Self-Assessment

- IDP Goals
- Two (2) Observations
- Two (2) Walk-Thru's

Highly Effective Teachers*

- Goals
- Two (2) Walk-thru's

Tenured Teachers

- Two (2) Observations
- Two (2) Walk-Thru's

Counselors & Instructional Coaches

- Two (2) Observations
- One (1) Walk-thru

Counselor Evaluation Domains:

Part A – 55%

- Direct Services - 20%
- Indirect Services – 15%
- Program Planning & School Support – 10%
- Professional School Counselor – 10%

Part B – Other Areas – 20%

- Goals – 8%
- Significant Contributions – 3%
- Relevant Training – 3%
- Attendance – 3%
- Discipline – 3%

Part C - Student Growth – 25%

Direct and Indirect services for walk-thru's require overall rating. Ratings for observations required for all domains.

Instructional Coach Evaluation Domains:

Part A – 55%

- Purposeful Planning – 15%
- Effective Instruction – 20%
- Coach Leadership – 20%

Part B – Other Areas – 20%

- Goals – 8%
- Significant Contributions – 3%
- Relevant Training – 3%
- Attendance – 3%
- Discipline – 3%

Part C - Student Growth – 25%

Effective Instruction and Coach Leadership for walk-thru's require overall rating. Ratings for observations required for all domains.

NWEA STUDENT GROWTH GOALS (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 2016-17, they are required to have a full evaluation cycle in 2017-18. Newly rated Highly Effective teachers (at year-end in 2016-17) 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.