Educator Evaluation Overview

Purpose: promote professional growth, and ensure quality instruction for improved student achievement.

Orientation
• All employees receive orientation from their supervisor.
• Orientation must take place at least 15 days prior to evaluations, and must include an explanation of the method and tools used to conduct evaluation, and stakeholder input.

Fall Collaborative
• All educators complete Professional Growth Plan (PGP) - Self assessment and goal setting process, including action plan. One professional goal, one student growth goal using the online SLO template.
• Administrator holds meeting to discuss PGP, and plans for student growth measure (SLO).

Ongoing Monitoring
• Provisional educators – performance evaluation two times each year (Prior to February 15, and May 15).
• All teachers receive a minimum of three (3) twenty minute observations using online evaluation platform.
• Feedback must be documented and shared with teacher within 5 days.

Midyear Collaborative
• All educators meet with their administrator in January to discuss progress toward PGP goals, as well as student progress specifically related to SLO targets
• Stakeholder input surveys made available for all teachers, parents, and students. School Administration to assist Human Resource Services and Assessment in delivery of surveys.

Spring Collaborative
• All educators meet with their administrator before May 15.
• Review completion of PGP goals, student growth measures (SLO attainment rubric), and stakeholder input rating rubric.
• Complete the Annual Teacher Evaluation online - final rating determined by 70% Professional Performance (teaching standards), 20% Student Growth, 10% Stakeholder Input.