

2015-2016
Teacher Effectiveness
in
School District 5

April 22, 2015

Educator Evaluations in SC 2015-2016 and Beyond

- Aligned with the ESEA Waiver Guidelines
 - Student growth is a “significant” portion of an educator’s evaluation
- Implemented statewide by the 2015-2016 school year
- Adds student growth measures and district-chosen measures to the ADEPT process

Expanded ADEPT for Classroom-Based Teachers

1. All teachers collect **Student Growth** evidence each year (after phase in)
 - Statewide assessment score measures
 - Student Learning Objectives
 - 30% to 20% - Matrix model
2. All teachers create individual **professional growth and development plans** every year
3. **Observations**
 - All induction contract and annual contract teachers every year
 - Continuing contract teachers on recertification cycle +
 - Any teacher at any time at the principal's discretion
4. All teachers confer with and receive **feedback** from the school's instructional leader/designee
 - SLO conferences (approval, mid-year, evidence)
 - Goals-Based Evaluation conferences (planning, annual review)
 - Observation feedback on areas for improvement, guide PD
5. Other evidence of Professional Practice (long-range plans, work samples, reflection, professional review, self-assessment)

If accepted/approved:

Without “*District Choice*” and with South Carolina Decision Rules:

- “Significant Student Growth”
At least 20% and up to 50%
- “Professional Practice”
At least 50% and up to 80%

With “*District Choice*”

- “Significant Student Growth” At least 20% and up to 40%
- “Professional Practice”
At least 50% and up to 70%
- “District Choice”
At least 10% and up to 30%

Building Consensus

- Faculty Advisory
 - February 12
 - March 12
 - April 9

Approved District Choice Options

- District-wide test score measures provided by state-contracted vendor
- School-wide test score measures provided by state-contracted vendor
- Test score measures based on formative assessments or locally procured assessments and calculated by a vendor contracted by the district
- Surveys of students
- District-wide student learning objectives (SLO)
- Teacher self-reflection

Purpose of the Expanded ADEPT Support and Evaluation System

Every student in South Carolina schools deserves an effective teacher. Teachers deserve timely, thoughtful feedback about their practice to grow and develop at all stages of their professional career.”

-SC State Board of Education
Expanded ADEPT Support and Evaluation System Guidelines
for Classroom-Based Teachers
March 11, 2014