

2026-2027 Centreville Public Schools Teacher Evaluation Rubric Summary

Teacher

Evaluating Administrator -

Date

Building / Assignment -

Tenured -

Probationary Year: -

PART I: Student Growth Measures (20%)

Teachers will select one of the following options to be factored into their end-of-year evaluation.

A. Student Growth Measures from District-Approved Assessments - NWEA					
NOT PROGRESSING TOWARD GOAL	PROGRESSING TOWARD GOAL	PROGRESSING TOWARD GOAL	PARTIALLY MEETS GOAL	MEETS GOAL	Not Applicable
No growth evident.	Fewer than 50-59% of students demonstrated growth.	60-69% of students demonstrated growth.	70-79% of students demonstrated growth.	80% or more of students demonstrated growth.	Not evaluated this year.
0 Points	1 Point	2 Points	3 Points	4 Points	

B. Student Growth Measures from Essential Standards data or Agreed Upon Assessment					
NOT PROGRESSING TOWARD GOAL	PROGRESSING TOWARD GOAL	PROGRESSING TOWARD GOAL	PARTIALLY MEETS GOAL	MEETS GOAL	Not Applicable
No growth evident.	Fewer than 50-59% of students demonstrated growth.	60-69% of students demonstrated growth.	70-79% of students demonstrated growth.	80% or more of students demonstrated growth.	Not evaluated this year.
0 Points	1 points	2 points	3 points	4 points	

Part I of Evaluation: Student Growth Measures 20% of Overall Evaluation	Part I Point Total	POINTS	Part I FINAL Weighted SCORE
		x .2	-

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PART II: Observations and Relevant Factors (80%)

Teachers will be evaluated using all four Cornerstones and will select one Episode for their end-of-year evaluation.

A. Cornerstones		POINTS		SCORE
Cornerstone 1: Organization, Rules, and Procedures		- ▾ /4	Points X .2	.8 ▾
Cornerstone 2: Positive Relationships		- ▾ /4	Points X .2	.8 ▾
Cornerstone 3: Engagement and Enjoyment		- ▾ /4	Points X .2	.8 ▾
Cornerstone 4: A Culture of Thinking and Learning		- ▾ /4	Points X .2	.8 ▾
	Total Score (C1+C2+C3+C4)			
B. Episodes		POINTS		SCORE
Episode 5: Preparing Students for New Learning		- ▾ /4	Points X .2	
Episode 6: Presenting New Learning		- ▾ /4	Points X .2	
Episode 7: Deepening and Reinforcing Learning		- ▾ /4	Points X .2	
Episode 8: Applying Learning		- ▾ /4	Points X .2	
Episode 9: Reflecting On and Celebrating Learning		- ▾ /4	Points X .2	
	Total Score (Total calculation for one Episode)			
Part II of Evaluation: Observations and Relevant Factors 80% of Overall Evaluation	Cornerstones		Episodes	Part II Combined Total
		+		4.0
Part II Weighted Score Toward Overall Effectiveness Rating	Part II Combined Total			PART II FINAL WEIGHTED SCORE
	X .8			

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PART III: Final Evaluation Rating

FINAL Summative Score of Teacher Effectiveness	Part I FINAL Weighted SCORE		Part II FINAL Weighted SCORE	OVERALL EVALUATION SCORE
		+		

FINAL EVALUATION RATING		
Needing Support	Developing	Effective
Combined Score of 2.09 or below.	Combined Score of 2.10-2.99.	Combined Score of 3.0 or higher.

Based upon this evaluation, the teacher is - ▾

Comments:

Teacher Signature (Signature Acknowledges Receipt of and Not Agreement with Evaluation)

Date

Principal Signature

Date

Completed by Administrator

Total Number of Walk-Throughs Where Feedback was Provided:

Dates of Observations (Two required):

Did teacher provide a narrative/response?: - ▾

Revised: 9/2023 9/25/2024 9/24/2026

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Section Reference and Explanation

Exceptions to Academic Growth Data.	The district is held to a student growth standard that provides NO exceptions. It is assumed that teachers and instructional staff will work to ensure the student growth data for ALL students meets standards set at the state, district, and building level. As it relates to individual teacher growth data, students enrolled <i>after</i> the fall NWEA assessment window will be excluded from the individual teacher's academic growth data. Exclusion of scores for students with excessive absences will be reviewed on a case-by-case basis with the building administrator/evaluator.
Student Growth Measure: NWEA.	All students must be included using NWEA Spring quadrant report(s). Students in Low Achievement-High Growth, High Achievement-High Growth, High Achievement-Low Growth, along with students in the Low-Low quadrant with growth greater than zero shall be used toward the percentage of students demonstrating growth. Teachers using NWEA data will provide the Achievement Status and Growth Summary with Quadrant Chart(s) at the end-of-year evaluation meeting with the administrator.
Student Growth Measure: Essential Standards or agreed-upon assessment.	All students must be included in selected growth measure. Administrator and teacher will decide appropriate agreed-upon assessment. Examples could include: pre/post course exams, multiple unit tests, cumulative coursework, pre/post writing prompts, etc. Amount of growth to be decided between administrator and teacher.
Use of Self-Evaluation tool and connection to Cornerstones and Episode.	An emphasis will be placed on the continued use of the teachers' Self-Evaluation to drive conversation and feedback
Cornerstones.	Teacher is evaluated on all four Cornerstones. Use of strategies/learning from Professional Development offerings will be a focus of the observations for all four Cornerstones.
Episodes.	Teacher is evaluated on one Episode. Teacher will select an entire Episode to focus on as a result of the Self-Evaluation Tool and through initial conversation with the administrator. Use of strategies/learning from Professional Development offerings will be a focus of the observations for the selected Episode.
Missed Opportunity vs Not Observed.	A 'missed opportunity' indicates that during the course of an observation, a situation arose that was not taken advantage of. 'Not observed' indicates that a certain descriptor was never observed during the course of an observation.
State Resource on Teacher Evaluation	https://www.michigan.gov/mde/services/ed-serv/educator-retention-supports/educator-eval/2024-25-guidance
State/District Evaluation Timeline	 Teacher Evaluation Timeline 26-27

