

## The Teacher Evaluation Process

1. The evaluative rubric will be based on four performance areas divided into 51 individual criteria:
  - a. Student Achievement (22 criteria)
  - b. Student Motivation/Development-Outcomes (11 criteria)
  - c. Collaboration for Student Growth-Outcomes (10 criteria)
  - d. Enhancement of Professional Value-Outcomes (8 criteria)
  
2. Each teacher will develop a professional development plan at the end of the school year based on 6 of the 51 criteria to be determined by the administrator and the teacher. The breakdown of the criteria are as follows:
  - a. The criteria will come from the following sources:
    - Two (2) at the discretion of the teacher
    - One (1) at the discretion of the building principal
    - Two (2) based on the previous year's teacher evaluation
    - One (1) at the discretion of the superintendent of schools
  
  - b. Additional criteria may be added to a teacher's professional development plan at the discretion of the administrator. (See Walkthrough Form)
  
  - c. Each teacher will be evaluated in the area of student achievement (criteria#1). The teacher and principal will determine how this criterion is to be met through the development of a formalized plan. The teacher will be responsible for developing strategies to demonstrate proficiency in the other five criteria as well.
  
3. The professional development plan will constitute the basis for the teacher's evaluation tool for the following year, and will be constructed from the six (6) criteria as described above.
  - A score between 1 and 6 will be given for each criteria evaluated.
  - The evaluator will perform a minimum of 6 evaluations during the year. Electronic feedback will be provided immediately so that teachers will know their progress. A conference between the administrator and teacher after an evaluation will be at the discretion of the administrator.
  - It is possible that a teacher will not be evaluated on all six criteria for each evaluation, because all six (6) criteria may not be observable during a normal classroom evaluation. These criteria will be evaluated at the end of the year based on the procedures set forth in the professional development plan.

- Criteria will fall under one of the following categories: Enrichment, Improvement or District Mandated.
4. The summative evaluation will be based on the compilation of the walk-through evaluations performed during the school year.
  5. The summative will consist of each criteria assigned a number between 1 and 6.
  6. A rubric will be utilized to determine the “Overall Teacher Rating”. This will be determined by the placement of their average score on the rubric.