

Flexibilities Proposed by CSDE to be Adopted Fully or Not Adopted

	Proposed Flexibilities	Our Existing Plan
Practice Rating (50%)		
Observations (40%)	<p>Minimum of 2 informals obs and 1 review of practice for teachers in year 3+ and proficient/exemplary (written feedback, not rated)</p> <p>P1: 2 informals obs and 1 review of practice OR 1 year PPL P2: 2 informals obs and 1 review of practice OR 1 year PPL P3: 2 informals obs and 1 review of practice (P1,2,3: written feedback, not rated)</p> <p>3 formal observations for teachers in years 1&2 in NF or developing/below standard (written feedback, not rated)</p>	<p>Minimum 1 formal and 3 informal obs for years 3&4</p> <p>P1: 3 informal P2: 3 informal P3: 1 formal</p> <p>Minimum of 3 formal observations for teachers in years 1&2 or developing/below standard</p>
Parent Feedback (10%)	Parent feedback rating based on one district goal	Parent feedback rating includes multiple steps
Outcomes Rating (50%)		
Goal (45%)	One student learning goal with 2 holistic indicators or 2 measures of accomplishment	One OR two goals. If one goal, two IAGDs, measuring student achievement
Whole School Indicators (5%)	School-wide Goal	Survey data OR school-wide goal attainment

DEFINITIONS

Holistic Indicators of Student Growth can include artifacts, formative assessments, student work samples or student surveys. (examples)

Measures of accomplishment can be demonstrated by implementation of individual, grade-level or school-wide strategies mutually agreed upon between the teacher and evaluator.

i.e. evidence of implementing a new strategy to address a need, evidence of engaging parents throughout the year in support of learning, evidence of incorporating culturally responsive teaching strategies into daily lessons or measuring academic achievement