

2022 - 2023 Flexibilities for Evaluation

	Flexibilities	Our Existing Plan
Practice Rating (50%)		
Observations (40%)	<p>IND 1 & 2: Minimum 2 formal observations and 1 informal observation and 1 review of practice (written feedback, not rated)</p> <p>IND 3 & 4: Minimum of 2 informals obs and 1 review of practice (written feedback, not rated)</p> <p>Teachers Rated Developing or Below Standard: Minimum 2 formal observations and 1 informal observation and 1 review of practice</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>Minimum of 3 formal observations</p> <p>Minimum 1 formal and 3 informal obs</p> <p>Minimum of 3 formal observations</p> <p>P1: 3 informal P2: 3 informal P3: 1 formal</p>
Parent Feedback (10%)	<p>District Goal: In response to a spring survey, 80% of responding parents will indicate that they feel the school and district's communication is "good" or "great".</p>	<p>Parent feedback rating includes multiple steps</p>
Outcomes Rating (50%)		
Goal (45%)	<p>One student learning goal with 2 holistic indicators or 2 measures of accomplishment:</p> <p>Tasks will support mastery of the standard. Tasks are designed for students to make meaning, and provide an opportunity for <i>each</i> student to engage personally, intellectually, and academically. Success is clearly defined.</p>	<p>One OR two goals. If one goal, two IAGDs, measuring student achievement</p>
Whole School Indicators (5%)	<p>School Goal: 100% of staff will create learning environments that are inclusive, flexible, and emotionally and intellectually safe in order to foster authenticity, personal connections, learning with and from others, and intellectual risk-taking.</p>	<p>Survey data OR school-wide goal attainment</p>
End of Year	<p>Holistic ratings must be provided A streamlined narrative summary will be provided</p>	<p>Holistic ratings</p>

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.

Informal Observations are in-class observations, typically less than 20 minutes, with verbal and/or written feedback within a timely manner.

Formal Observations are in-class observations of at least 20 minutes, with verbal and written feedback within a timely manner.

Reviews of Practice are points of contact between a teacher and an administrator that are an opportunity for reflection, feedback, sharing and professional growth. The teacher selects an artifact or experience to share with the administrator, reflects on it in writing, and has professional dialogue about it with the administrator.

Sample Measures of Accomplishment/Indicators of Student Growth:

- Evidence of students articulating what they are learning and why it matters
- Examples of planned tasks that demonstrate intentional instructional practices/routines that support opportunities for personal, intellectual and academic engagement
- Student work samples that provide evidence teaching for mastery of the standard through opportunities of personal, intellectual, and academic engagement
- Samples of student reflection linked to making meaning of learning through reflection/student self-assessment
- Student survey results demonstrating cognitive engagement

EXEMPLARY VS. PROFICIENT - how do we know?

Exemplary

PPL participants who participate with fidelity would be exemplary

Participation in a school, district, or department committee for instructional purposes

Outstanding efforts toward applying district professional learning in practice

Applying outside learning, such as outside PL or coursework, to our district work

Proficient

Doing what you're supposed to do is a "3"