

# Educator Evaluation Overview

*Purpose: promote professional growth, and ensure quality instruction for improved student achievement.*

## Orientation

- All employees receive orientation from their supervisor.
- Orientation must take place at least 15 days prior to evaluations, and must include an explanation of the method and tools used to conduct evaluation, and stakeholder input.

## Fall Collaborative

- All educators complete Professional Growth Plan (PGP) - Self assessment and goal setting process, including action plan. One professional goal, one student growth goal using a district approved Student Learning Objective (SLO).
- Administrator holds meeting to discuss PGP, and plans for student growth measure (SLO).

## Ongoing Monitoring

- Provisional educators – performance evaluation two times each year (Prior to November 15, and February 15).
- All teachers receive a minimum of three (3) twenty minute observations using online evaluation platform.
- Feedback must be documented and shared with teacher within 5 days.

## Midyear Collaborative

- All educators meet with their administrator in January to discuss progress toward PGP goals, as well as student progress specifically related to SLO targets
- Stakeholder input surveys made available for all teachers, parents, and students. School Administration to assist Human Resource Services and Assessment in delivery of surveys.

## Spring Collaborative

- All educators meet with their administrator (Provisional before March 15, Career before May 15).
- Review completion of PGP goals, student growth measures (SLO target attainment rubric), and stakeholder input rating rubric.
- Complete the Annual Teacher Evaluation online - final rating determined by 70% Professional Performance (teaching standards), 20% Student Growth, 10% Stakeholder Input.