**Teacher Performance on Standards***

Accomplished, Skilled or Developing Final Summative Ratings =
Professional Growth Plan

Ineffective Final Summative Rating =
Improvement Plan

Formal observation and classroom walkthroughs/informal observations
Pre-conference
Observation
Post-conference
Complete performance rubric
Mid-Year Review and Conference

Formal observation and classroom walkthroughs/informal observations
Pre-conference
Observation (both completed by May 1)
Post-conference
Complete performance rubric
Written report (by May 10)
Final Review and Conference

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**Student Growth Measures**

A1 - Teacher instructs Value-Added subjects exclusively
- Teacher level Value-Added: 35%

A2 - Teacher instructs Value-Added courses, but not exclusively
- Teacher level Value-Added proportionate to teacher's schedule: 10 – 35%
- District measures proportionate: 0 – 25%

B - Approved vendor assessment teacher-level data available
- Approved vendor assessment: 10 – 35%
- District measures: 0 – 25%

C - No teacher-level Value-Added or approved vendor assessment data available
- District measures: 35%

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**Final Summative Rating**

**ACCOMPLISHED**

**SKILLED**

**DEVELOPING**

**INEFFECTIVE**

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*For evaluations in years prior to 2015-2016, teachers with average or higher growth wrote professional growth plans and those with less than average growth wrote improvement plans.*