**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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*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.*