Teacher Performance on Standards*

Accomplished, Skilled or Developing Final Summative Rating =
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

Final Review and Conference

Final Summative Rating

Student Growth Measures

A1 – Teacher instructs Value-Added subjects exclusively
- Teacher level Value-Added: 50%*

A2 – Teacher instructs Value-Added courses, but not exclusively
- Teacher level Value-Added proportionate to teacher’s schedule: 10 – 50%
- LEA measures proportionate: 0 – 40%

B – Approved vendor assessment teacher-level data available
- Approved vendor assessment: 10 – 50%
- LEA measures: 0 – 40%

C – No teacher-level Value-Added or approved vendor assessment data available
- LEA measures: 50%

*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.

*26-50% through 6/30/14; 50% after 7/1/14.