

L'Anse Area Schools

Teacher Evaluation Model



2023-24

STUDENT GROWTH MEASUREMENT AND RATING SCALE

Student Growth Data will comprise the percentage of the overall evaluation as specified in current legislation at the time of evaluation. This was 40% in 22-23.

Per current legislation: Teachers of grades and content areas measured by state assessment with student growth data available for use, 50% of the student growth portion of evaluation (20% of the total evaluation) must be determined by state assessment student growth data. State assessments include M-Step, PSAT, SAT and MME.

In the interest of fairness and collective responsibility, all teachers will utilize state assessment student growth data for 50% of the student growth portion of evaluation (20% of the total evaluation). All evaluations will be: 20% student growth on state assessments, 20% student growth on alternate research based assessments that are comparable across grade levels in the district (such as NWEA and others listed on Pg 2), and 60% from Danielson rubric categories.

STATE ASSESSMENT: 20% portion

Counselors, Social Workers, and all K-12 Teachers (including At Risk, Title 1, Special Ed, CTE) will use the schoolwide data that is the average student growth on state assessments for their respective building level (K-5 or 6-12). The average will include any content areas that the student growth data is available for such as math, ELA, social studies and possibly science.

K-8 PE, Art, Music, Split Sp Ed will use the average growth data available for all K-12 state assessments.

If a teacher was not in our school the previous year, then the state assessment data will not be used. NWEA, if available, will serve as a replacement for this 20%. If NWEA is not available, then the entire 40% of student growth will be based on multiple measures that meet the criteria defined in NON-STATE ASSESSMENT section.

NON-STATE ASSESSMENT: 20% portion

Other non-state assessment student growth data must be from multiple research based growth measures or alternative assessments that are rigorous and comparable across schools within the district.

Not allowable assessments: AIMSweb, Dibels/Acadience, teacher created assessments unless they are from a credible, standards aligned resource and include all of the grade level standards and approved in advance by the principal.

Possible Data Points if approved in advance:

- NWEA Tests
- Pre & Post Classroom Tests created by textbook companies or other research based resource (Examples: Eureka Formative Assessment, MobyMax Benchmark Test or Into Reading Benchmark Test)
- Student Learning Objectives
- CTE assessments
- Special Education Data (IEP Goals)

Calculating Student Growth

- All teachers will use multiple measures to determine student growth, identified on their Student Growth Plan. The “actual” percent of students attaining significant growth will be used on the final Evaluation Summary Page.
- Significant growth on state assessments will be based on the growth calculations and benchmark indicators from the State of Michigan (MDE) or Munetrix data software (whichever is higher).
- Any other assessments will use the vendor provided growth data if available. If not, the following scale will be considered if appropriate.

Assessment Significant Growth Scale

Student Pre-Post Score	Student Post-Test Score
0%-59%	15% gain
60%-79%	10% gain
80%-89%	5% gain
90% or higher	Same or Increases

No more than 2 assessments per subject area will be included in the student growth data collected.

At each grade level, if multiple teachers are providing growth data in a particular subject area, the growth measurements must be based on using the same instrument.

3 year Average: Per current legislation, Student Growth Data must be the average over a 3 year span if the teacher was in our school district during those prior years.

Student Growth Plan

2023-24

TEACHER'S NAME _____

COURSE(S) _____

ACADEMIC OUTCOMES

Student Growth Measures	Conclusions

PROFESSIONAL GROWTH GOAL

Pre-Instructional Data	Post-Instructional Data	Conclusions

Teacher: _____

Principal: _____

<i>Demonstrating Flexibility and Responsiveness</i>											
								Total/20	X	15.00	
Professional Responsibilities											
<i>Reflecting on Teaching</i>											
<i>Maintaining Accurate Records</i>											
<i>Communicating With Families</i>											
<i>Participating in the Professional Community</i>											
<i>Growing and Developing Professionally</i>											
<i>Showing Professionalism</i>											
								Total/24	X	15.00	
TOTAL											

Overall Rating: Highly Effective 88-100 Effective 75-87 Minimally Effective 62-74 Ineffective 0-61

Administrator Comments:

Administrator's Signature: _____ Date: _____

Teacher's Signature: _____ Date: _____