

L'Anse Area Schools

Teacher Evaluation Model



2016-2017

STUDENT GROWTH MEASUREMENT AND RATING SCALE

Recommended Data Points

- State Standardized Test (if allowable)
- SAT/PSAT
- Special Education Data (IEP Goals, MI-Access, Aptitude Tests)
- DIBELS Test (10% gain is significant)
- AIMSweb Test
- Pre & Post Classroom Tests
- Student Performance Based Projects
- Student Learning Objectives
- Student Work Portfolio with Grading Rubric
- Curriculum Based Measures
- Pre & Post Writing Samples

Classroom 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 |

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.

STUDENT GROWTH PLAN

TEACHER'S NAME _____

DEPARTMENT _____

COURSE(S) _____

1. ACADEMIC OUTCOMES

Pre-Instructional Data	Post-Instructional Data	Conclusions
(i.e.; pre-test)	(i.e.; post-test)	(% showing improvement)

2. PROFESSIONAL GROWTH GOAL

Pre-Instructional Data	Post-Instructional Data	Conclusions

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ADDITIONAL COMMENTS:

Teacher: _____ Date: _____

Principal: _____ Date: _____

L'Anse Area Schools
EVALUATION SUMMARY PAGE

Teacher:	
Assignment:	
School Year:	
Evaluator:	

CRITERIA	RATING							
CRITERIA	RATING						WEIGHT	FINAL
Student Growth & Achievement (25%)	Percent of Student Growth							
<i>Student Achievement Results</i>						X	.25	
Standards for Instructional Practice and Professional Values (75%)								
Criteria:	HE (4)	E (3)	ME (2)	I (1)				
Planning and Preparation								
<i>Knowledge of Content and Pedagogy</i>								
<i>Knowledge of Students</i>								
<i>Setting Instructional Outcomes</i>								
<i>Demonstrating Knowledge of Resources</i>								
<i>Designing Coherent Instruction</i>								
<i>Designing Student Assessments</i>								
					Total/24	X	15	
Classroom Environment								
<i>Respect and Rapport</i>								
<i>Culture for Learning</i>								
<i>Managing Classroom Procedures</i>								
<i>Managing Student Behavior</i>								
<i>Organizing Physical Space</i>								
					Total/20	X	22.5	
Instruction								
<i>Communicating With Students</i>								
<i>Questioning and Discussion Techniques</i>								
<i>Engaging Students in Learning</i>								
<i>Using Assessment in Instruction</i>								
<i>Demonstrating Flexibility and Responsiveness</i>								
					Total/20	X	22.5	
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	
TOTAL								

Overall Rating: [] Highly Effective 90-100 [] Effective 75-89 [] Minimally Effective 60-74 [] Ineffective 0-60

Administrator Comments: _____

Administrator's Signature: _____ Date: _____

Teacher's Signature: _____ Date: _____