

L'Anse Area Schools Teacher Evaluation Model



2018 - 2019

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. (25% in 17-18, proposed at 40% in 18-19)

For Core content areas in grades/subjects with State Assessments 50% of student growth MUST BE measured with State Assessments (M-Step, PSAT, SAT, MME, MiAccess). This includes At Risk, Title 1, and Special Ed for their students. Counselors own schoolwide data for the grade levels they work with.

NWEA can be used for entire portion of student growth if no state assessment for that core subjects/grade with growth data such as K-3 all cores, 6,7,9,10 science, social studies.

Social studies can use ELA data or they can own the collective data from multiple grade levels (K-5, 6-8, 9-12)

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, 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:

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

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 vendor.

- 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.

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

TEACHER'S NAME _____

COURSE(S) _____

ACADEMIC OUTCOMES

Student Growth Measures	Conclusions

PROFESSIONAL GROWTH GOAL

Pre-Instructional Data	Post-Instructional Data	Conclusions

Teacher: _____ Date: _____

Principal: _____ Date: _____

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: _____