

L'Anse Area Schools Teacher Evaluation Model



2024-2025

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 is 20% in 24-25.

In the interest of fairness and collective responsibility, all teachers will utilize collective NWEA student growth data for 50% of the student growth portion of evaluation (10% of the total evaluation). All evaluations will be: 10% student growth on collective NWEA, 10% student growth on alternate research based assessments that are comparable across grade levels in the district (such as those listed on Pg 2), and 80% from Danielson rubric categories.

Counselors and Social Workers will use the schoolwide data that is the average student growth on NWEA for their respective building level (K-5 or 6-12).

Other non-NWEA assessment student growth data must be from 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:

- Pre & Post Classroom Tests created by textbook companies or other research based resource (Examples: Eureka Formative Assessment, MobyMax Benchmark Test or Into Reading/Literature 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 NWEA will be based on the growth calculations and benchmark indicators from the NWEA system.
- 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.

L'Anse Area Schools Student Growth Plan 2024-2025

TEACHER'S NAME _____

DEPARTMENT _____

COURSE(S) _____

ACADEMIC OUTCOMES

Instructional Data	Conclusions
(i.e.; pre-test)	

PROFESSIONAL GROWTH GOAL

Goal	Strategies	Evidence

TEACHER SIGNATURE _____ **Date** _____

PRINCIPAL SIGNATURE _____ **Date** _____

L'Anse Area Schools
EVALUATION SUMMARY PAGE

Teacher:	
Assignment:	
School Year:	
Evaluator:	

CRITERIA				RATING					Weight	Final
CRITERIA				RATING						
Student Growth & Achievement (20%)				Percent of Student Growth						
<i>Student Achievement Results 3 year average if available</i>						X			.20	
Standards for Instructional Practice and Professional Values (80%)										
Criteria:	4	3.5	3	2.5	2	1.5	1			
Planning and Preparation										
<i>Knowledge of Content and Pedagogy</i>										
<i>Knowing and Valuing Students</i>										
<i>Setting Instructional Outcomes</i>										
<i>Using Resources Effectively</i>										
<i>Planning Coherent Instruction</i>										
<i>Designing and Analyzing Student Assessments</i>										
								Total/24	X	20.00
Classroom Environment										
<i>Cultivating Respectful and Affirming Environments</i>										
<i>Fostering a Culture for Learning</i>										
<i>Maintaining Purposeful Environments</i>										
<i>Supporting Positive Student Behavior</i>										
<i>Organizing Spaces for Learning</i>										
								Total/20	X	20.00
Instruction										
<i>Communicating about Purpose and Content</i>										
<i>Using Questioning and Discussion Techniques</i>										
<i>Engaging Students in Learning</i>										
<i>Using Assessment in Instruction</i>										
<i>Responding Flexibility to Student Needs</i>										
								Total/20	X	20.00
Professional Responsibilities										
<i>Engaging in Reflective Practice</i>										
<i>Documenting Student Progress</i>										
<i>Engaging Families and Communities</i>										
<i>Contributing to School Community and Culture</i>										
<i>Growing and Developing Professionally</i>										
<i>Acting in Service of Students</i>										
								Total/24	X	20.00
TOTAL										

Overall Rating: <input type="checkbox"/> Effective (75-100) <input type="checkbox"/> Developing (62-74) <input type="checkbox"/> Needing Support (0-61)
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Administrator Comments:

Administrator's Signature: _____ Date: _____

Teacher's Signature: _____ Date: _____