|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Kinder** | | | | | | **1st Grade** | | | | **2nd Grade** | | | |
| **Running Record** | **One year’s growth**  **(1 grade level increase- Level B)**  **% of students** | | | | | | **One year’s growth**  **(1 grade level increase)**  **% of students** | | | | **One year’s growth**  **(1 grade level increase)**  **% of students** | | | |
| 90-100% | | | 6 | | | 90-100% | | 6 | | 90-100% | | 8 | |
| 70-89% | | | 4 | | | 70-89% | | 4 | | 70-89% | | 4 | |
| -69% | | | 2 | | | -69% | | 2 | | -69% | | 2 | |
|  | | | | | | | | | | | | | | |
| **Sight Words** | **One year’s growth** | | | | | | **One year’s growth** | | | | **Not Applicable** | | | |
| 90-100% | | 8 | | | | 90-100% | | 5 | |
| 70-89% | | 6 | | | | 70-89% | | 4 | |
| -69% | | 4 | | | | -69% | | 3 | |
|  | | | | | | | | | | | | | | |
| **DIBELS-average grade level growth** | **End of the Year Composite Score Average** | | | | | | **End of the Year Composite Score Average** | | | | **End of the Year Composite Score Average** | | | |
|  | | 13 | | | |  | | 10 | |  | | 10 | |
|  | | 11 | | | |  | | 8 | |  | | 8 | |
|  | | 9 | | | |  | | 6 | |  | | 6 | |
|  | | 7 | | | |  | | 4 | |  | | 4 | |
|  | | | | | | | | | | | | | | |
| **Scantron**  **Growth- average grade level growth** | **Reading**  **Foundations** | | | | **Math**  **Foundations** | | **Reading**  **Foundations** | | **Math**  **Foundations** | | **Reading** | | **Math** | |
|  | 7 | | |  | 7 |  | 9 |  | 9 |  | 11 |  | 11 |
|  | 5 | | |  | 5 |  | 7 |  | 7 |  | 9 |  | 9 |
|  | 3 | | |  | 3 |  | 5 |  | 5 |  | 7 |  | 7 |
|  | 1 | | |  | 1 |  | 3 |  | 3 |  | 3 |  | 3 |
|  | **Scantron Total=** | | | | | | **Scantron Total=** | | | | **Scantron Total=** | | | |
| **Pre/Post Math Assessment** | **One year’s growth**  **85% on post math assessment** | | | | | | **One year’s growth**  **85% on post math assessment** | | | | **Based on Average Growth**  **Post Math Assessment** | | | |
| 90-100% | | 9 | | | | 90-100% | | 11 | | 90-100% | | 10 | |
| 70-89% | | 7 | | | | 70-89% | | 9 | | 70-89% | | 8 | |
| -69% | | 5 | | | | -69% | | 7 | | -69% | | 6 | |
| **Total** | \_\_\_\_\_\_\_\_\_\_\_\_ out of 50  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_% | | | | | | \_\_\_\_\_\_\_\_\_\_\_\_ out of 50  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_% | | | | \_\_\_\_\_\_\_\_\_\_\_\_ out of 50  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_% | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Title I Teachers, Spanish Teacher,**  **ELL Coach/ ESL Teacher** | | **Specials Teachers- Physical Education, Art, Science** | | **Special Education Teacher** | |
| **Areas of Measure** | **Points Assigned** | **Areas of Measure** | **Points Assigned** | **Areas of Measure** | **Points Assigned** |
| School Wide Data based on Areas in which support is provided | 50 points | Pre/Post Assessments in Content Area | 25 points | School Wide Data | 20 |
| Koczara- Reading Assessments | | School Wide Data | 25 | Half Years Growth for students on caseload | 15 |
| Lach- Reading and Math Assessments | |  | | Growth on individual goals- at least two levels of progress | 15 |
| Hernandez- Reading Assessments | |  | |  | |
| **=50** | | **=50** | | **=50** | |
| **+ 5 points for School Wide Improvement Data** | | | | | |
| **Total Points on Data= 55 Points** | | | | | |

* Benchmarks will be set by determining end of the year averages
* Student assessment data used for Final Teacher Evaluations will be based on Full Academic Year (FAY) students. This is defined by any student who has been enrolled in your classroom since November.
* Students receiving Special Education services will be counted in your data as long as they are assessed in the school wide measures agreed upon for each grade. A half years growth is expected for these students in order to receive credit for their growth.

**Teacher Evaluation Process Summary**

* School Administration and Teachers decide on assessment measures used for end of the year teacher evaluation- measures used are based on student growth for the year.
* School Administration and Teachers decide on points that will be designated to each assessment measure that will equal to 50 points- (see attached)
* School Administration and Teachers decides on School Wide Measurement- (Meeting SIP goal of 3-5% increase in Reading and Math)
* School Leader and Teachers decide on individual goals for the school year and meet at the beginning of the year to discuss goals. (Progress of goals will be addressed at each Formal Observation Review)
* Teachers pick 3 days for Formal Observations to be marked on calendar
* Formal Observations should be at least 30 minutes
* School Leader will meet with teacher within 10 school days following the Formal Observation to review feedback (unless there is mutual agreement to extend this time)
* All formal observations will be included in Teacher’s Final Evaluation.
* End of the Year Teacher Evaluations consist of 55 points of students achievement (data) and 45 points instruction (Observations)
* All teachers receive an End of the Year Evaluation- new teachers will receive a mid-year evaluation in January

**Informal Observations/ Walk through**

* Informal observations and walk throughs can be done at any time throughout the school year.
* Information collected from informal observations and walk throughs can be used as evidence in Final Evaluation as long as feedback was given to teacher from said informal observation.