

Teacher Evaluations

Grades K-2

50%	Assessment Data	
		IOWA Test of Basic Skills Performance Level Change* (Grades 4-8)
		20%
		30%
		Performance Series Gains**

50%	Observations and Expectations	
		Curriculum Accomplished (Common Core/BCAMSC/GLCE)
		15%
		10%
		25%
		Parent Communication
		Measures of Effective Teaching

<p>* The student maintains or improves the overall summary score for each tested area of the IOWA Test of Basic Skills assessment.</p>
<p>** Year-end gains assessed from "NPR and Scale Score Conversion Tables" using the September and April/May test sessions. This test may remain unavailable until 2012-2013, until then the IOWA Test of Basic Skills will account 25% and all areas of "Observations and Expectations" will be multiplied by a factor of 1.5X.</p>

Teacher Evaluations

Grade 3

50%	Assessment Data	
	10%	MEAP Performance Level*
	40%	Performance Series Gains**

50%	Observations and Expectations	
	15%	Curriculum Accomplished (Common Core/BCAMSC/GLCE)
	10%	Parent Communication
	25%	Measures of Effective Teaching

<p>* Based on Grade 4 MEAP assessments in Reading and Math.</p> <p>** Year-end gains assessed from "NPR and Scale Score Conversion Tables" using the September and April/May test sessions.</p> <p>Teacher percentage will derive from percentage of students who make annual, expected gains multiplied by 30.</p> <p>A student who scores above 90th percentile (NPR) will be counted as making gains as long as the final test NPR is above the 90th percentile, as well.</p>
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91-100%	Highly Effective
76-90%	Effective
60-75%	Minimally Effective
<59%	Ineffective

Teacher Evaluations

Grades 4-8

50%	Assessment Data	
		20% MEAP Performance Level Change*
		30% Performance Series Gains**

50%	Observations and Expectations	
		15% Curriculum Accomplished (Common Core/BCAMSC/GLCE)
		10% Parent Communication
		25% Measures of Effective Teaching

<p>* The student maintains or improves the overall summary score for each tested area of the approved State of Michigan assessment.</p>
<p>** Year-end gains assessed from "NPR and Scale Score Conversion Tables" using the September and April/May test sessions.</p> <p>Teacher percentage will derive from percentage of students who make annual, expected gains multiplied by 30.</p> <p>A student who scores above 90th percentile (NPR) will be counted as making gains as long as the final test NPR is above the 90th percentile, as well.</p>

Measures of Effective Teaching		
5%	Organized & Planned Lessons	
	5	Lesson Plans Provided 100% of Times Collected
	4	Lesson Plans Provided 95-99%
	3	Lesson Plans Provided 90-94%
	2	Lesson Plans Provided 85-89%
	1	Lesson Plans Provided 80-88%
	0	Lesson Plans Provided Less than 80%
5%	Supportive, Student-Centered Environment	
	5	Lessons are Planned Around Students' Needs
	3	Most lessons are planned around students' needs; some lessons are leader-focused and not student-centered
	1	Teacher leads discussion and activities
10%	Differentiated Instruction	
	10	Demonstrated Mastery of the Use of Multiple Intelligences, Varied Learning Levels, and Higher-Level Understanding (Piaget) Questions
	5	Some Demonstrated Use of Multiple Intelligences, Varied Learning Levels, or Higher-Level Understanding (Piaget) Questions
	1	Minimal Demonstrated Use of Multiple Intelligences, Varied Learning Levels, or Higher-Level Understanding (Piaget) Questions
5%	Maximum Use of Instructional Time	
	5	Classroom structures, procedures, and transitions are well-planned and organized
	3	Some classroom instructional time is lost due to ineffective classroom procedures
	1	Significant time is lost due to ineffective or lacking classroom procedures

Curriculum Accomplished (Common Core/ BCAMSC/ GLCE)	5%	Math: Common Core	
			5 100% of Common Core elements have been covered.
			4 90-99% of Common Core elements have been covered.
			3 85-89 of Common Core elements have been covered.
			2 80-84 of Common Core elements have been covered.
			1 75-79 of Common Core elements have been covered.
			0 Less than 75% of Common Core elements have been covered.
5%	Reading: Common Core		
		5 100% of Common Core elements have been covered.	
		4 90-99% of Common Core elements have been covered.	
		3 85-89 of Common Core elements have been covered.	
		2 80-84 of Common Core elements have been covered.	
		1 75-79 of Common Core elements have been covered.	
		0 Less than 75% of Common Core elements have been covered.	
5%	Social Studies / Science		
		5 100% of GLCE/BCAMSC elements have been covered.	
		4 90-99% of GLCE/BCAMSC elements have been covered.	
		3 85-89 of GLCE/BCAMSC elements have been covered.	
		2 80-84 of GLCE/BCAMSC elements have been covered.	
		1 75-79 of GLCE/BCAMSC elements have been covered.	
		0 Less than 75% of GLCE/BCAMSC elements have been covered.	

Parent Communication Expectations		
10%	Parent Communication	
	10	Average, documented parent contact of 1 per pupil per week.
	8	Average, documented parent contact of 2 per month
	6	Average, documented parent contact of 1 per month
	4	Average parent contact of 1 per month; some may be undocumented (online grading systems)
	2	Average parent contact of less than 1 per month but more than 0; some may be undocumented (online grading systems)
	1	No parent contact is documented; some parent contact may be undocumented (online grading systems)

Parent communications include, but are not limited to, face-to-face conversations to be noted by teachers, telephone conversations to be noted by teachers, e-mail communication, written dialog in the form of the student's planner or weekly Star Report*, any additional, special notes sent directly to the parent/guardian.

* Normal Star Report comments will not be assumed to meet communication criteria. Extra notes or messages sent or received via the Star Report may.

Performance Level Change ("growth")

Grade X MEAP Achievement		Grade X + 1 MEAP Achievement											
		Not Proficient			Partially Proficient			Proficient			Advanced		
		Low	Mid	High	Low	Mid	High	Low	Mid	High	Low	Mid	High
Not Proficient	Low	M	I	I	SI	SI	SI	SI	SI	SI	SI	SI	SI
	Mid	D	M	I	I	SI	SI	SI	SI	SI	SI	SI	SI
	High	D	D	M	I	I	SI	SI	SI	SI	SI	SI	SI
Partially Proficient	Low	SD	D	D	M	I	I	SI	SI	SI	SI	SI	SI
	Mid	SD	SD	D	D	M	I	I	SI	SI	SI	SI	SI
	High	SD	SD	SD	D	D	M	I	I	SI	SI	SI	SI
Proficient	Low	SD	SD	SD	SD	D	D	M	I	I	SI	SI	SI
	Mid	SD	SD	SD	SD	SD	D	D	M	I	I	SI	SI
	High	SD	SD	SD	SD	SD	SD	D	D	M	I	I	SI
Advanced	Low	SD	SD	SD	SD	SD	SD	SD	D	D	M	I	I
	Mid	SD	SD	SD	SD	SD	SD	SD	SD	D	D	M	I
	High	SD	SD	SD	SD	SD	SD	SD	SD	SD	D	D	M

SD = Significant Decline

D = Decline

M = Maintaining

I = Improvement

SI = Significant Improvement