

Laker Schools

Standards of Evaluation for Teachers



**For 2019-20 school year, state requires 40% of total evaluation be based on Student Growth component. Accordingly, the points shown above have been shifted from Individual Performance (previously 50) to Student Growth (previously 25).*

35 pts "Individual Performance" (Section 1249 Evaluation Tool)

- Danielson's 4 Domains
 - Each Evaluation Component receives a value of 1-4 points, based on Effectiveness Ratings
 - 22 Components x 4 points = 88 points possible, converted to 35 pt. scale
 - Ex. $70/88 = 80\%$... $80\% \times 35 = 28$ points (out of 35 possible)

40 pts "Student Growth" (Multiple Measures) *

- Divided between state assessment and locally selected assessments
- Each building Principal determines assessments to be used as standards of evaluation

25 pts "Additional Criteria" (Section 1248 Components)

- Attendance (5)
 - Sliding Scale
 - Threshold = Allowable leave, per contract
- Discipline (5)
 - All or nothing
 - Threshold = Formal Reprimand
- Significant contributions (5)
 - No set number
 - Above normal expectations for peer group
 - Teacher provides evidence
- Additional training/PD (10)
 - No set number
 - Beyond 30 hours of PD required by law
 - Teacher provides evidence

100 pts total

Final Effectiveness Rating for Year-End Evaluation will be based on the following scale:

- 90-100 Highly Effective
- 70-89 Effective
- 60-69 Minimally Effective
- 0-59 Ineffective