



East Noble School Corporation

Certified Staff Evaluation Plan

Evaluations

All certified staff members will be evaluated with the ENSC Modified RISE or specialized area (counselors, social workers, nurses, etc...) evaluation tool. Classroom teachers will be observed at a minimum three (3) times per school year; however, may be observed more times at the evaluator's discretion. No set length of time will be set for observations; visits should last long enough for the evaluator to gather information or evidence to complete the necessary documents. In addition, evaluators may conduct shorter walkthroughs frequently to look at items for data collection.

Trained evaluators will include the building principals, building deans or assistant principals, the district's Federal Programs Director, the district's Curriculum Director/Assistant Superintendent, and the district's Special Education Coordinator. Building level administrators have a case load ranging from 20-35 staff members. All evaluators are trained through ESC Region 8 prior to conducting evaluations.

Evaluations will begin annually in September and should be completed in early May, in order to allow time for summary conferences in late May/early June. Walkthroughs may be conducted anytime from August to June.

Evaluation Feedback

Observation feedback is available through the electronic reporting tool. The current tool, Standards for Success, does not make the data available until the data rollover occurs at midnight each night. The evaluator has up to three business days to supply the teacher with the document. In the event that it is not possible to meet this deadline, the teacher should be notified. Upon receiving the observation forms a conference should be held to discuss the information and clarify any data within the tool. In the event that concerns arise from an observation, either the evaluator or the teacher may request an observation from a second evaluator.

Based on observations and available data, if an evaluator has concerns an improvement plan should be started for the individual. Improvement plans will be no more than 90 days in length and will be tailored to the individual teacher based on his/her needs. The improvement plan may include mentorship opportunities, consultations with the Curriculum Director, professional development from within and outside the district, and more opportunities for feedback. A teacher on an improvement plan will be able to acquire PGP points for the work completed on the plan. At the mandatory conference at which a teacher is informed of his/her needs for improvement, the teacher will also be informed of his/her right to request a private conference with the Superintendent. Evaluators will have already informed the Superintendent of the names. The teacher may email the Superintendent to set up the conference.

Objective Measures of Student Achievement and Growth

The current data measures are comprised of statewide, school wide, grade level/subject level, and individual classroom data points. The data measures account for both statewide formative and summative assessments, as well as student growth data. We anticipate that each teacher or groups of teachers will have an individual data analysis plan. Each year the reliability of the State data will be analyzed to determine the weight it holds in the overall teacher evaluation tool.

Student Learning Objectives were replaced with Competency 1.6. Teachers are expected to gather several data sets that demonstrate the identification of student needs, the instruction modified to meet those needs, and individual and class growth data.