

21ST Century Elementary Charter at Gary School Staff Evaluation Matrix

Using a possible \$2,000.00 top pay increase based on NWEA criteria. Two categories used as a basis for review: Math and Reading.

Example:

Using scores from the Beginning Of Year (BOY) to the End Of Year (EOY) correlated to RIT Values of expected growth in the Mathematics and Reading Status Norms.

Attendance: Sick and personal days

ISTEP+ score improvement for those grades tested

Total Math Growth in NWEA

Total Reading Growth in NWEA

Category "A" 2 plus years of student growth in one academic year.	"A" 2 plus years of student growth in one academic year.	\$1,000
Category "B" 2 years of student growth in one academic year.	"B" 2 years of student growth in one academic year.	\$750
Category "C" 1.5 years of students growth in one academic year.	"C" 1.5 years of student growth in one academic year.	\$500
Category "D" 1 year of student growth in one academic year.	"D" 1 year of student growth in one academic year.	\$250

- Teacher scores are rated from the median class score compared to RIT Value from NWEA BOY to EOY and measured as a comparison to one predicted year of growth taking into account classes that started below, at, or above the RIT Value for that grade. Classes are then ranked to show one to two plus years of median growth and placed on the A – D continuum for each category resulting on two separate rankings with two similar pay increase values.
- ISTEP+ scores are added to those at tested grade levels.
- Teacher attendance rates for the 2012 – 2013 school year have also been listed.

Teacher example as applied to the Matrix:

Teacher X teaches Second Grade

Reading growth average for one year = 13.7 RIT points

Math growth average for one year = 13.1 RIT points

Teacher X raises the class average in Reading 16.3 points = 1 years grow but not as high at 1.5 years growth. Category "D" = \$250.00

Teacher X raises the class average in Math 20 points = 1.5 years growth. Category "C" = \$500.00

Teacher X receives a total increase of \$750.00

Gd.	Name	Math BOY (RIT)	Reading BOY (RIT)	Math EOY (RIT)	Reading EOY (RIT)	Math Growth	Reading Growth
K	Winicky	137.7 (143.7) -6 below standard	137.9 (142.5) -4.6 below standard	162.5 (156.0) +6.5 above standard	162.7 (156.0) +6.7 above standard	+24.8 Category "A"	+24.8 Category "B"

Attendance rate for the 2012 – 2013 school year = Sick – 6.5/ personal 2.5

K	Bondi	138.6 (143.7) -5.1 below standard	139.2 (142.5) -3.3 below standard	158.9 (156.0) +8.4 above standard	157 (156.0) +1 above standard	+20.3 Category "C"	+17.8 Category "D"
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Attendance rate for the 2012 – 2013 school year = Sick – 7/ personal 2.5

Kindergarten Math RIT growth for one academic year = 13.1 points

Kindergarten Reading RIT growth for one academic year = 13.5 points

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1	Tucker	154.4 (162.8) -8.4 below standard	152.8 (160.3) -7.5 below standard	175.3 (179.0) -3.7 below standard	172.7 (176.9) -4.2 below standard	+20.9 Category "D"	+19.9 Category "D"
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Attendance rate for the 2012 – 2013 school year = Sick 1/ personal 2

1	Misner	154.5 (162.8) -13.3 below standard	155.3 (160.3) -5 below standard	175 (179.0)	172.3 (176.9) -4 below standard	+20.5	+17 -4.6 below standard
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Category "D" Category "D"

Attendance rate for the 2012 – 2013 school year = Sick 3/ personal 1

Grade 1 Math RIT growth for one academic year = 16.2 points

Grade 1 Reading RIT growth for one academic year = 16.2 points

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2 Lewis 175.5 (178.2) 175.3 (175.9) 190.6 (191.3) 189.3 (189.6) +15.1 +14
 -2.7 below standard -7 below standard -7 below standard -.3 below standard Category "D" Category "D"
Attendance rate for the 2012 – 2013 school year = Sick 5.5/ personal 2.5

2 C. Ward 174.5 (178.2) 171.2 (175.9) 187.7 (191.3) 179.4 (189.6) +13.2 +8.2
 -3.7 below standard -4.7 below standard -3.6 below standard -10.2 below standard category "D" no category
Attendance rate for the 2012 – 2013 school year = Sick 8/ personal 0

Grade 2 Math RIT growth for one academic year = 13.1 points
 Grade 2 Reading RIT growth for one academic year = 13.7 points

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3 Berry 189.7 (192.1) 187.7 (189.9) 201 (203.1) 200.9 (199.2) +11.3 +13.2
 -2.4 below standard -2.2 below standard -2.1 below standard +1.7 above standard category "D" Category "D"
Attendance rate for the 2012 – 2013 school year = Sick 10/ personal 2.5

Grade 3 Math RIT growth for one academic year = 11 points Raise both categories to "C"
 Grade 3 Reading RIT growth for one academic year = 9.3 points for ISTEP+ improvement.

ISTEP+ - Math 2011 – 2012 76% 2012 – 2013 85.7% = **+9.7%** and E/La 2011 – 2012 80% 2012 – 2013 89.2% = **+ 9.2%**

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4 S. Ward 199.5 (203.8) 194.4 (199.8) 208.5 (212.5) 206 (206.7) +9 +11.6
 -4.3 below standard -5.4 below standard -4 below standard -.7 below standard Category "D" Category "C"
Attendance rate for the 2012 – 2013 school year = Sick 43.5/ personal 3

Grade 4 Math RIT growth for one academic year = 8.7 points Raise Math to category "C"
 Grade 4 Reading RIT growth for one academic year = 6.9 points and lower E/LA to "D".

ISTEP+ - math 2011 – 2012 *53% 2012 – 2013 60% = **+7%** and E/La 2011 – 2012 75% 2012 – 2013 66.6% = **-8.4%**

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Non-classroom teacher staff.

5 quality attributes of each employee.

1. Punctual/Professional
2. Responsible/Ethical
3. Work Ethic/Task Completion
4. Extra Mile Activities
5. Supportive of the schools new mission, vision, climate, culture. And leadership.

Nicki Stewart (Secretary):

- a. Punctual and prepared for work.
- b. Pleasant and respectful even in difficult times.
- c. More than efficient in her work duties.
- d. Proactive in her work and actions with and for the school and staff.
- e. Adjustment to the new leadership has allowed new and expanded responsibilities and she has taken them all very well.

Linda Scott (Office Manager):

- a. Punctual and prepared for work.
- b. Handles many jobs and schools at one time (21c elementary, secondary, and GMC).
- c. Always goes above and beyond her job qualifications and responsibilities.
- d. Manages and saves the school and corporation money.
- e. Pleasant and respectful while executing all tasks.

Vince (Custodian):

- a. Works extra hours volunteering.
- b. Excellent work ethic.
- c. Supportive of staff and school activities.
- d. Always open to changes and suggests ways to improve the school.
- e. Is supportive of new changes with leadership and institutes the new procedures with fidelity.

Kelly Rothermel (Art Teacher):

- a. Worked on special projects for and with classroom teachers beyond her art classes.
- b. Has been very accommodating, with and without and Art room, to the schedules.
- c. Art shows and presentations for the changing school climate and culture.
- d. Has been involved in Cluster meetings with TAP this year.
- e. Has always helped out with extra supervision during lunches and after school whenever needed.

Marissa Joens (Data Specialist):

- a. An expert in data and analysis.
- b. Supervises all State and local testing.
- c. Proctors all tests and monitors testing security and integrity.
- d. Interprets data for k – 12 students, teachers, and administrators.
- e. Vital member of the TLT.

Megan Anderson (Title I/Mentor Teacher):

- a. Has assumed extra roles or Title I and Mentor teacher.
- b. Has attended many extra trainings to forward the school's purpose.
- c. Has written and been awarded an educational grant.
- d. Works for all teachers to have Discovery Ed., Waterford, Stratologica, as well as other computer based programs.
- e. Organized 4 successful book fairs and put books in classes for teachers and in children's hands.

Jenn Marcheschi (HA Teacher/Mentor Teacher/ ELA Lead Teacher):

- a. Writes and has been awarded educational grants and manages very high and low achieving students.
- b. Has assumed extra roles of Lead and Mentor teacher in addition to her HA responsibilities.
- c. Has attended many extra trainings to forward the school's purpose.
- d. Proctors test for classes and make-ups.
- e. Has supported and contributed to all new leadership changes and taken an active role in school change.

Sarah Joens (Kindergarten Assistant):

- a. Covered the class over 20 times by herself when the Kindergarten teacher was absent.
- b. Takes on extra supervisions and covers for teachers when needed.
- c. Supports the after school activities.
- d. Is always punctual and performs her responsibilities with little supervision and guidance.
- e. Stepped into a teacher role for computer instruction until a replacement was found.

Carmita Colby (Kindergarten Assistant):

- a. Has covered many classes when teachers needed relief for meetings or when absent and subs could not be found.
- b. Supervises Acuity lab for classes who need remediation.
- c. Supports class and school changes and is actively involved in all activities.
- d. Punctual to morning supervision and lunch duties above all others.
- e. Has a tremendous work ethic and patience with children.