



Haslett Public Schools

EVALUATION OVERVIEW

A teacher's overall evaluation rating is comprised of observations (formal and informal), as well as artifacts which demonstrate planning, preparation, professional responsibilities, student growth and achievement of goals.

Goals

All teachers must identify two instructional goals each school year. Teachers are required to provide data, artifacts and a short narrative to support each of their goals as part of their evaluation portfolio at the end of the school year. A teacher cannot earn an overall "Highly Effective" rating if their goals are not completed.

Observation

Each probationary teacher shall be formally observed a minimum of two times annually, once each semester. A formal observation includes a pre and post observation meeting and a detailed lesson plan. An "unscheduled" informal observation must also occur sometime during the school year. A pre and post meeting is not required for the "unscheduled" observation, but the evaluator shall provide the teacher with written feedback.

Each tenure teacher will be formally observed a minimum of one time annually before the end of the first semester, except those teachers who have earned three consecutive "Highly Effective" ratings. A formal observation includes a pre and post observation meeting and a detailed lesson plan. An "unscheduled" informal observation must also occur sometime during the school year. A pre and post meeting is not required for the "unscheduled" observation, but the evaluator shall provide the teacher with written feedback.

Student Growth

Teacher Proficiency equates to the percentage of students who meet, partially meet, or do NOT meet expectations. A rating of "Highly Effective" cannot be achieved unless a full year of student growth is documented. Student Growth equates to 40 percent of your evaluation.

Student Proficiency equates to the percentage of correct answers on assessments.

A student can either meet the student growth expectation by attaining 85% or better on an end of semester assessment or achieve 50% of the difference between their pre-test score and 85%, but not less than 50% of possible points.

LOCAL ASSESSMENT SCORES

- 4.0 = 95% or Above
- 3.5 = 90% - 94%
- 3.0 = 85% - 89%
- 2.5 = 80% - 84%
- 2.0 = 75% - 79%
- 1.5 = 70% - 74%
- 1.0 = 69% or Below

STATE ASSESSMENT SCORES

Scores should be a significant factor in teacher evaluation. If no state assessment scores are available, rigorous comparable local assessments will be used.