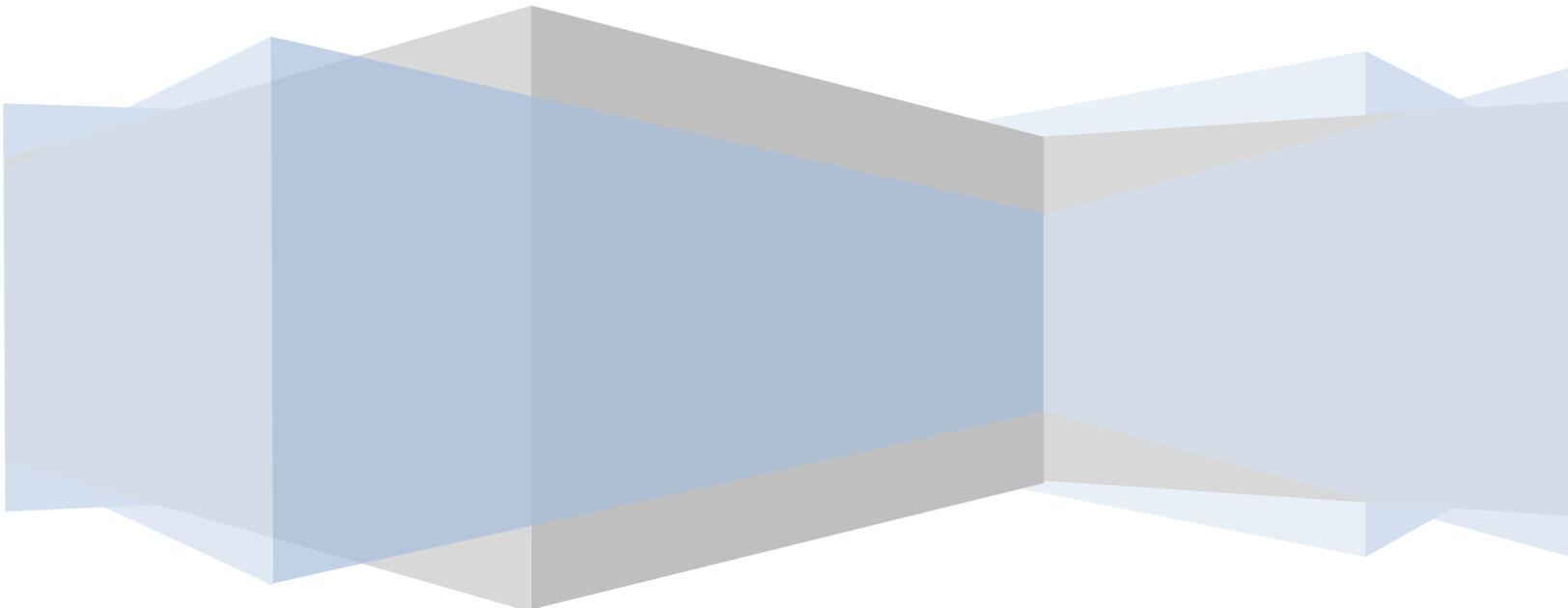

**REGIONAL SCHOOL
DISTRICT NO. 8
PROFESSIONAL
LEARNING
AND
EVALUATION PLAN**

2013

2014 Winter Revision

2014 Spring Revision

2015 Spring Revision



FOREWARD

This evaluation document could not have been completed without the assistance and the ability to use the documents provided by EASTCONN. The documents were subsequently modified to meet the needs of Regional School District No. 8. Paula Colen and James Huggins of EASTCONN were more than generous with time in providing assistance to help complete this document. Our sincere thanks and gratitude go out to both of them. The evaluation contained in this document was developed by district staff and was subsequently modified so it meets the standards established under the new teacher evaluation program.

MISSION

**REGIONAL SCHOOL DISTRICT NO. 8 will initiate, support,
and facilitate partnerships,
collaborations and regional solutions
that are responsive to the
needs of all learners
through exemplary programs,
products and services**

**PROFESSIONAL LEARNING AND EVALUATION PROGRAM
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OVERVIEW

INTRODUCTION

REGIONAL SCHOOL DISTRICT NO. 8 is a public school district serving the educational needs of the children from the towns of Hebron, Andover, and Marlborough. The district is considered rural and is DRG C.

Although the audience for programs and services may vary, from children and teachers to organizations, REGIONAL SCHOOL DISTRICT NO. 8's mission remains clear: learning is a lifelong journey and REGIONAL SCHOOL DISTRICT NO. 8 provides paths to success. We also provide support services to students and their families, and offer professional development opportunities for teachers and administrators.

REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program has been designed to create pathways for the continuous learning and advancement of educational professionals throughout their careers. The Program components are aligned with the Core Requirements of the Connecticut Guidelines for Educator Evaluation (adopted by the State Board of Education in June 2012). REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program represents our commitment to incorporating current, high-quality research in the creation of professional learning opportunities, to fostering best practices in teacher supervision and evaluation, and to improving student learning through effective curriculum, instruction, and assessment practices, in our classrooms, schools and programs, and in the districts we serve. As such, the Program: a) addresses the elements of CT's Core Requirements for Teacher and Administrator Evaluation; b) is aligned with our schools' and agencies missions and values; and c) meets the educational needs of the stakeholders in our schools and region.

The plan was developed in 2012-2013 and reviewed by REGIONAL SCHOOL DISTRICT NO. 8's Professional Development Committee, which was composed of representative teachers, and administrators. The plan further was further revised in the winter of 2013/14 and the spring of 2014. It was again reviewed by the Professional Development Committee.

CORE VALUES AND BELIEFS ABOUT PROFESSIONAL LEARNING

REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program establishes high standards for the performance of teachers and administrators that ultimately lead to and are evidenced by improved student learning. Professional standards, including *Connecticut's Common Core of Teaching (2010)*, *Connecticut's Common Core of Leading-Connecticut School Leadership Standards (2012)*, the *Standards for Professional Learning (2012)*, and national standards for educational specialists provide the foundation for REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program.

We acknowledge that deep student learning and high achievement that transfers to enrichment of future learning, career and personal experiences later in life is built by the collaborative, interdependent work of teachers and administrators, students and families, and school districts and the communities they serve. Therefore, our Program seeks to create a professional culture in our educational programs that is grounded in the following beliefs:

We believe that:

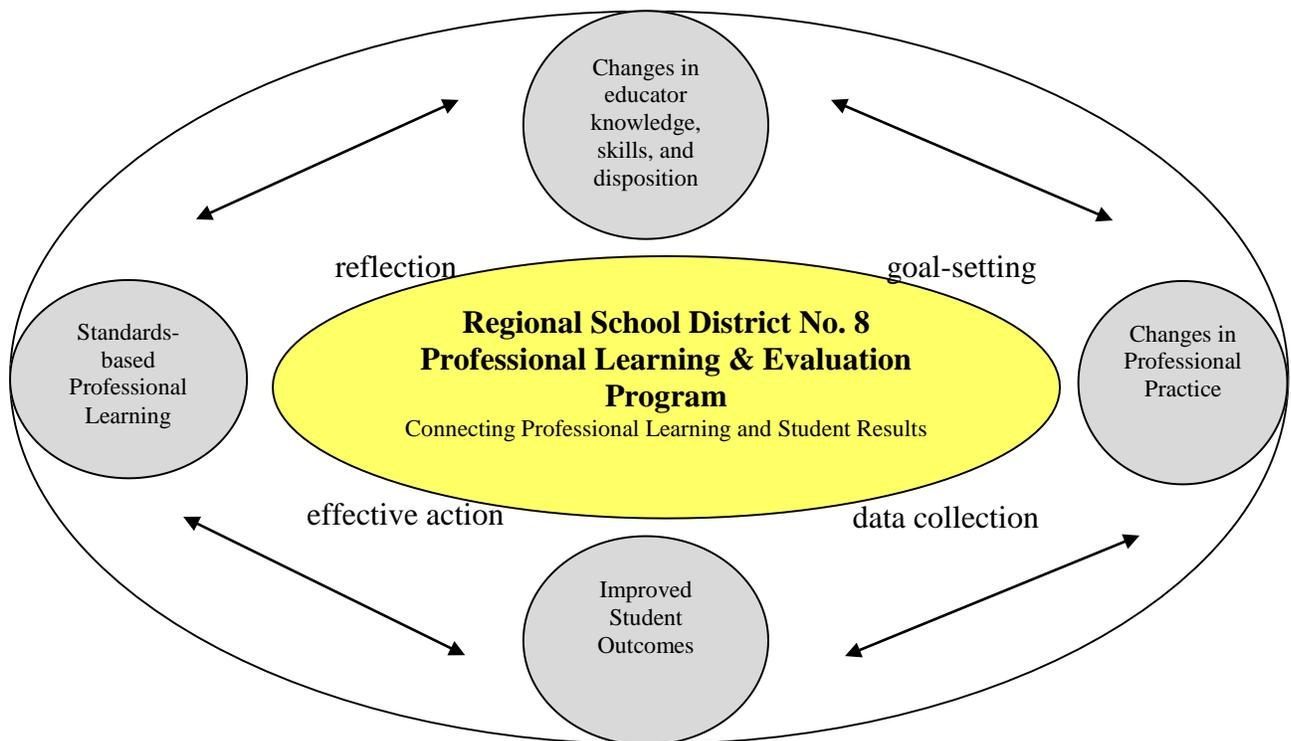
- An effective teaching and learning system must reflect and be grounded in the vision and core values of the district and its schools.
- An effective teaching and learning system creates coherence among the functions of supervision and evaluation of professional practice, professional learning and support, and curriculum and assessment development.
- A comprehensive evaluation process includes:
 - on-going inquiry into and reflection on practice;
 - goal-setting aligned with expectations for student learning;
 - information gathered from multiple sources of evidence;
 - analysis of data from multiple sources of evidence;
 - support structures for feedback, assistance, and professional collaboration;
 - research-based professional learning opportunities aligned with the needs of teachers.

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

- An effective teaching and learning system that increases educator effectiveness and student outcomes is standards-based and promotes and is sustained by a culture of collaboration and knowledge-sharing.

PHILOSOPHY OF PROFESSIONAL EVALUATION

The purpose of educator evaluation is to improve student achievement outcomes through effective instruction and support for student and educator learning. A variety of factors support the improvement of learning and instruction. The REGIONAL SCHOOL DISTRICT NO. 8 Professional Learning and Evaluation Program addresses all these factors systemically. It is a comprehensive system that is based on clearly defined expectations that consist of domains of skills, knowledge, and disposition articulated in the *Common Core of Teaching (2010)* for teacher evaluation, the *Common Core of Leading-Connecticut's Leadership Standards (2012)* for administrator evaluation, and the national standards for the evaluation of educators in pupil services, as well as what current research tells us about the relationship between teaching and learning.



The Professional Learning Program supports the development of educators at all stages of their careers, as it weaves together professional standards with expectations for student learning and ongoing evaluation with access to professional learning and support. The

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

Program's teacher observation and evaluation instrument, the *CCT Performance and Practice Continuum*, is designed to align with the processes and professional performance profiles outlined in Connecticut's Teacher Education and Mentoring (TEAM) program, which provides differentiated professional learning for all beginning teachers. Such alignment promotes the establishment of common, consistent vocabulary and understandings about teacher practice at all levels, among administrators and teachers, throughout the district.

REGIONAL SCHOOL DISTRICT NO. 8'S professional evaluation program takes into account school improvement goals, curricular goals, student learning goals, and evidence of educators' contributions to the school as a whole. Performance expectations within our Program also include those responsibilities that we believe to be the key in promoting a positive school climate and the development of a professional learning community.

**REGIONAL SCHOOL DISTRICT NO. 8 PROFESSIONAL LEARNING AND EVALUATION
PROGRAM GOALS**

1. Professionalize the Profession

- Document and share educators' best practices that result in meaningful advancement of student learning.
- Enhance expert knowledge and collective efficacy in the field
- Create new opportunities for educators to collaborate and develop leadership skills in their schools and disciplines.
- Recognize and reward excellence in teaching, administration, and exemplary contributions to REGIONAL SCHOOL DISTRICT NO. 8 schools and programs.
- Ensure that only high-quality professionals are selected for tenure in REGIONAL SCHOOL DISTRICT NO. 8 schools and programs.
- Provide a process for validating personnel decisions, including recommendations for continued employment of staff.

2. Improve the quality and focus of observation and evaluation

- Establish collaborative examinations of instructional practice among administrators and teachers to develop shared understanding of the strengths and challenges within our schools and programs to improve student learning.
 - Define and clarify criteria for evaluation and measurement of student learning, using research-based models for evaluation.
 - Establish multiple measures to assess professional practice, such as: teacher portfolios; teacher-designed objectives, benchmarks, and assessments of student learning; teacher contributions to school/district level research on student learning and professional resources; mentoring and peer assistance; achievement of learning objectives for student growth, as measured by appropriate standardized assessments, where applicable, or other national or locally-developed curriculum benchmarks and expectations for student learning.
1. Improve quantity and quality of feedback to those evaluated.
 2. Align evaluation findings with professional learning program and support systems.

3. Support organizational improvement through the Professional Learning and Evaluation Program.

- Align district- and school-level professional learning opportunities with the collective and individual needs of educators, based on data acquired through professional learning goal plans and observations of professional practice.

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

- Provide educators with multiple avenues for pursuing professional learning.
- Integrate REGIONAL SCHOOL DISTRICT NO. 8 resources to support and provide professional learning opportunities.
- Create formal and informal opportunities for educators to share professional learning with colleagues.

ROLES AND RESPONSIBILITIES FOR PROFESSIONAL LEARNING AND EVALUATION

Definition of Teacher and Evaluator

Evaluator refers to all individuals (including school and district administrators) whose job responsibilities include supervision and evaluation of other teachers. Teacher, as used in this document, shall mean all certified instructional and non-instructional persons below the rank of Administrator.

Superintendent's Role in the Evaluation Process

- Arbitrate disputes.
- Allocate and provide funds or resources to implement the plan.
- Serve as liaison to REGIONAL SCHOOL DISTRICT NO. 8's Board of Education
- The Superintendent will be responsible for ensuring that the Professional Development Committee receives information regarding school and program improvement and individual professional growth goals for use in planning staff development programs.

Responsibility for Evaluations

Administrators and directors will be responsible for evaluations, including, but not limited to, personnel in the following categories:

Administrators and Program Directors of REGIONAL SCHOOL DISTRICT NO. 8 Schools and Programs

- Teachers

Director of Student Services

- Psychologists
- Speech Therapists
- Occupational Therapists/COTA
- Physical Therapists
- Adaptive Physical Therapists
- Other Related Services Personnel

Superintendent

- Regional School District No. 8 Administrators and Directors

Roles and Responsibilities of Evaluators and Evaluatees

The primary purpose of educator evaluation is to strengthen individual and collective practices to improve student growth. Therefore, evaluators and evaluatees share responsibilities for the following:

- The review and understanding of Connecticut's Common Core of Teaching (CCT) and REGIONAL SCHOOL DISTRICT NO. 8's Performance and Practice Continuum.
- The review and understanding of Connecticut's Common Core of Leading (CCL) and the Leadership Practice Rubric.
- The review and familiarity with applicable portions of Connecticut's Common Core State Standards, Connecticut's Frameworks of K-12 Curricular Goals and Standards, the CMT/CAPT Assessments (and Smarter Balanced Assessments, when available), as well as locally-developed curriculum standards.
- Adherence to established timelines.
- Completion of required components in a timely and appropriate manner.
- Sharing of professional resources and new learnings about professional practice.

Evaluator Roles

- Review of and familiarity with evaluatees' previous evaluations.
- Participation in collaborative conferences with evaluatees.
- Assistance with assessment of goals, student learning indicators, learning activities developed and implemented by evaluatees, and outcomes.
- Analysis and assessment of performance, making recommendations as appropriate.
- Clarification of questions, identification of resources, facilitation of peer assistance and other support as needed.

Evaluatee Roles

- Reflection on previous feedback from evaluations.
- Engagement in inquiry-based professional learning opportunities.
- Participation in collaborative conferences with evaluator.
- Development, implementation, and self-assessment of goals, student learning indicators, learning activities, and outcomes.
- Request clarification of questions or assistance with identification of professional resources and/or peer assistance

IMPLEMENTATION OF PROFESSIONAL LEARNING AND EVALUATION PROGRAM

Training and Orientation of Teachers and Administrators

During the fall of 2014 and throughout the 2014-15 school year, the district will provide to all educators several orientation and update training sessions (through in-service sessions, target group sessions, and individual conferences) that explain the processes for professional learning planning, protocol for evaluation and observation (including timelines and rubrics), and documents that will be used by all staff.

Teachers and administrators new to REGIONAL SCHOOL DISTRICT NO. 8 (employed during or after the first year of implementation) will be provided with copies of the Professional Learning and Evaluating Program and will engage in training to ensure that they understand the elements and procedures of the Program, processes and documents. This training will take place upon employment or prior to the beginning of the school year with members of REGIONAL SCHOOL DISTRICT NO. 8's Administration.

New Educator Support and Induction

In the interest of supporting all educators in the implementation of the Program, each REGIONAL SCHOOL DISTRICT NO. 8 site will offer localized support to staff members new to the agency or building. A variety of general topics will be addressed, including:

- School philosophy and goals
- Policies and procedures
- Assignments and responsibilities
- Facility and staffing
- Curriculum and instructional support
- Resources for professional learning
- Schedules and routines
- Support services

In addition, periodic meetings with school personnel will focus on domains of the Common Core of Teaching, Common Core of Leading, Common Core Standards in English and Language Arts, Mathematics, and the Content Areas, discipline policies, stakeholder communication, effective collaboration, classroom interventions, special education, evaluation and professional responsibilities.

Evaluator Orientation and Support

Understanding of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program's features, Connecticut's Common Core of Teaching (CCT), Common

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

Core of Learning (CCL), Common Core State Standards, Standards for Professional Learning, and the components of professional evaluation and observation is essential to facilitating the evaluation process and promoting student growth. To that end, evaluators will be provided with on-going training and support in the use and application of REGIONAL SCHOOL DISTRICT NO. 8's Evaluation Program. Evaluators will review Program elements and procedures prior to the beginning of each school year and at other appropriate intervals (to be determined). Plans for staff training will be coordinated annually by REGIONAL SCHOOL DISTRICT NO. 8's Director of Student Services, the Director of Adult Education, and the Director of Curriculum.

Resources for Program Implementation

Funds to provide material and training as well as time for Professional Learning options and collaboration necessary to support the successful achievement of the teachers' goals, objectives and implementation of the Evaluation Program will be allocated annually and determined on a program by program basis.

DISPUTE RESOLUTION

The purpose of the resolution process is to secure, at the lowest possible administrative level, equitable solutions for disagreements which from time to time may arise related to the evaluation process. The right of appeal is a necessary component of the evaluation process and is available to every participant at any point in the evaluation process. As our evaluation system is designed to ensure continuous, constructive and cooperative processes among professional educators, most disagreements are expected to be worked out informally between evaluators and evaluatees.

The resolution process may be implemented when there is a question as to whether or not:

1. evaluation procedures and/or guidelines have been appropriately followed;
2. adequate data has been gathered to support fair and accurate decisions.

The Superintendent's judgment shall not be the focus of a dispute.

The resolution process shall be conducted in accordance with the law governing confidentiality.

Procedures

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

1. Within three days of articulating the dispute, the evaluatee will meet and discuss the matter with the evaluator with the object of resolving the matter informally. The two parties have the option of choosing a facilitator who will review the areas of difference and suggest compromises or resolutions.
2. If there has been no resolution, the Superintendent shall review the recommendations of the facilitator and any additional information from the evaluator and evaluatee and shall meet with both parties as soon as possible. Within three days of the meeting, and review of all documentation and recommendations, the Superintendent will act as arbitrator and make a final decision.
3. The evaluatee shall be entitled to Collective Bargaining representation at all levels of the process.

Time Limits

1. Since it is important that appeals be processed as rapidly as possible, the number of days shall be considered maximum. The time limits specified may be extended by written agreement of both parties.
2. Days shall mean school days. Both parties may agree, however, to meet during breaks at mutually agreed upon times.
3. If an evaluatee does not initiate the appeals procedure within 5 days of acknowledged receipt of evaluation materials, the evaluatee shall be considered to have waived the right of appeal.

Failure of the evaluatee at any level to appeal to the next level within the specified time shall be deemed to be acceptance of the decision rendered at that level.

TEACHER EVALUATION PLAN

TEACHER EVALUATION PLAN

OVERVIEW

REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program supports an environment in which educators have the opportunity to regularly employ inquiry into and reflection on practice, to give each other feedback, and to develop teaching practices that positively affect student learning.

To help foster such an environment, we have created the Professional Learning and Evaluation Program as a district-wide system that provides multiple opportunities and options for teachers to engage in individual and collaborative activities in which they collect, analyze, and respond to data about student learning, within and among REGIONAL SCHOOL DISTRICT NO. 8 schools and programs. Teachers and administrators are expected to provide evidence related to the effectiveness of instructional practices and their impact on student learning. Teachers and administrators are also expected to take an active role in a cycle of inquiry into their practice, development, implementation and analysis of strategies employed to advance student growth, and reflection on effectiveness of their practice. The Program includes an additional component, Professional Assistance and Support System (PASS), for those teachers and administrators in need of additional support to meet performance expectations.

Standards and Indicators of Teaching Practice

The expectations for teacher practice in REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program are defined using the six domains and their indicators of the Common Core of Teaching (CCT, 2010). REGIONAL SCHOOL DISTRICT NO. 8's Performance and Practice Continuum, the tool used for observing and assessing teacher practice in each of the domains, reflects the spirit and specifics of the CCT, articulates components of teaching, and establishes designations of levels of practice, including: *Below Standard; Developing; Proficient; Exemplary.*

Core Requirements of the Evaluation Program

REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program is aligned with the Core Requirements of the State Board-approved Guidelines for Educator Evaluation, as provided in subsection (a) of Sec. 10-151b (C.G.S.), as amended by Sec. 51 of P.A. 12-116. The following is the description of the processes and components of

REGIONAL SCHOOL DISTRICT NO. 8's program for teacher evaluation, through which the Core Requirements of the Guidelines shall be met.

PROCESS AND TIMELINE OF TEACHER EVALUATION

The annual evaluation process for a teacher will at least include, but not be limited to, the following steps, in order:

1. Orientation (by October 1):

- To begin the annual evaluation process, evaluators meet with teachers, in groups and/or individually, to discuss the evaluation process and their roles and responsibilities within it. In this meeting, they will review and discuss the following:
 1. REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*.
 2. School or district priorities that should be reflected in teacher performance and practice goals.
 3. SMART goals related to student outcomes and achievement.
 4. Data regarding whole-school indicators of student learning.
 5. Self-assessment processes and purposes.
 6. Data collection, including types of data and processes for collection and analysis.
 7. Access to the online evaluation system (My Learning Plan-OASYS)

Evaluators and teachers will establish a schedule for collaboration required by the evaluation process.

2. Goal-setting Conference – by November 1:

- *Teacher Reflection*—In advance of the Goal Setting Conference, the teacher will examine data related to current students' performance (including, but not limited to: standardized tests, portfolios and other samples of student work appropriate to the teacher's content area, etc.), prior year evaluation and survey results, previous professional learning goals, and REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*. First-year beginning teachers may find it helpful to reflect on their practice goals with their mentor teachers, using the TEAM program's Module Resources and Performance Profiles, to

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

determine a baseline for establishing goals. The teacher will draft the following goals:

- a) **one SMART Goals** to address student learning and achievement objectives, which will comprise 45% of a teacher’s summative evaluation;
 - b) **a performance and practice goal**, based on data from teacher reflection and evaluator observations and review of the *CCT Performance and Practice Continuum*;
 - c) **a goal aligned with a whole-school goal** determined by the school administrator based on data from **parent feedback**; and
 - d) **a goal based on whole school indicators of student learning** for the school year. The teacher may collaborate in grade-level or subject-matter teams to support the goal-setting process.
- *Goal-setting conference* – No later than November 1 of the school year, the evaluator and teacher will meet to discuss the teacher’s proposed goals in order to arrive at mutual agreement about them. The goals for the year must be informed by data and evidence collected by the teacher **and** evaluator about the teacher’s practice. The evaluator collects evidence about teacher practice to support the review and may request revisions to the proposed goals and objectives if they do not meet approval criteria.
 - Teachers new to the profession will be encouraged to set one year goals related to professional learning and practice. At the end of their first year, teachers may choose to set multi-year goals.

Examples of data and evidence that may be included in the goal-setting conference:

<ul style="list-style-type: none">• Lesson Plans• Formative Assessment Data• Summative Assessment Data• Student Work• Parent Communication Logs• Data Team Minutes• Survey Data	<ul style="list-style-type: none">• Class List• Standardized and Non-Standardized Data (based on the teacher’s class)• School-Level Data• CCT Continuum
---	--

- **Observations of practice (by November 30, January 30, and April 30)**
Evaluators will observe teacher practice in formal and informal in-class observations and non-classroom reviews of practice throughout the school year,

with frequency based on the year of implementation of the plan and the teacher's summative evaluation rating.

- **Evidence collection and review (throughout school year):**

The teacher collects evidence about his/her practice and student learning that is relevant to the agreed-upon professional goals. The evaluator also collects evidence about teacher practice for discussion in the interim conference and summative review.

- **Interim Conference/Mid-year Check-Ins (by February 15; or by April 30 to accommodate second semester in high school) :**

- a. The evaluator and teacher will hold at least one mid-year conference. The discussion should focus on processes and progress toward meeting the goals and developing one's practice. Both the teacher and the evaluator will bring evidence about practice and student learning data to review. The teacher and evaluator will discuss the cause and effect relationship of practice to student learning data, i.e. – how practice positively impacts student learning. During the conference, both the teacher and evaluator will make explicit connections between the 40% and the 45% components of the evaluation program. If necessary, teachers and evaluators may mutually agree to revisions to strategies or approaches used and/or mid-year adjustment of SMART goals to accommodate changes (e.g., student populations, assignment). They also discuss actions that the teacher can take and supports the evaluator can provide to promote teacher growth in his/her development areas.

- 2. End-of-year summative review (by June 10):**

- a. *Teacher self-assessment* - The teacher reviews and reflects on all information and data collected during the year related to the goals and completes a self-assessment for review by the evaluator. This self-assessment may focus specifically on the areas for development, referencing the *CCT Performance and Practice Continuum* and established in the goal-setting conference.
- b. *The self-assessment* should address all components of the evaluation plan and include what the teacher learned throughout the year supported by evidence and personal reflection. The self-assessment should also

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

include a statement that identifies a possible future direction that is related to the year's outcomes.

- c. *End-of-year conference* - The evaluator and the teacher meet to discuss all evidence collected to date. The teacher and evaluator will discuss the extent to which students met the SMART goals and how the teacher's performance and practice focus contributed to student outcomes and professional growth. Following the conference, the evaluator assigns a summative rating and generates a summary report of the evaluation before the end of the school year.
- d. *Summative Rating*—The evaluator reviews submitted evidence, self-assessments, and observation data to generate category and focus area ratings. The category ratings generate the final, summative rating using the summative rating matrix. After all data, including state test data, are available, the evaluator may adjust the summative rating if the state test data change the student-related indicators significantly to change the final rating. Such revisions should take place as soon as state test data are available, and before August 15.

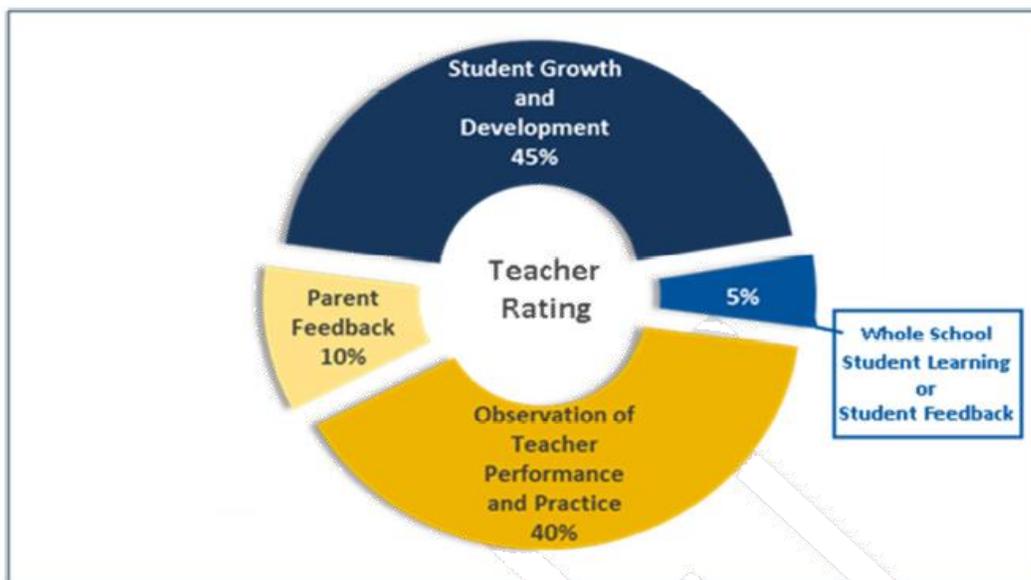
3. Summative rating revisions (by August 15)

- a. After all data, including state test data, are available, the evaluator may adjust the summative rating if the state test data have a significant impact on a final rating. A final rating may be revised when state test data are available, before August 15 of a school year.

(See pages 32-34 for explanation of summative ratings and matrix)

COMPONENTS OF TEACHER EVALUATION AND RATING

The Core Requirements of the CT Guidelines for Teacher Evaluation require that districts weight the components of teacher’s annual summative evaluations and ratings as follows:



CATEGORY 1: STUDENT OUTCOMES AND ACHIEVEMENT (45%)

Forty-five percent (45%) of a teacher’s evaluation will be based on achievement of student learning outcomes defined by teacher-created SMART Goals that are aligned with both standardized and non-standardized measures. Teachers are required to develop **one SMART goal** related to student growth and development.

- Sources for the development of SMART goals based on non-standardized indicators may include:
 - Benchmark assessments of student achievement of rubrics.
 - Other curricular benchmark assessments
 - Student portfolios of examples of work in content areas, collected over time and reviewed annually.

Goal Setting

REGIONAL SCHOOL DISTRICT NO. 8 teachers’ SMART goals address the learning needs of their students and are aligned to the teacher’s assignment. The student outcome related indicators will be written to meet SMART goal criteria, i.e. Specific, Measurable, Attainable,

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

Relevant, and Time-Bound. Teachers will write one (1) SMART goal that will address targeted areas for student growth and/or achievement.

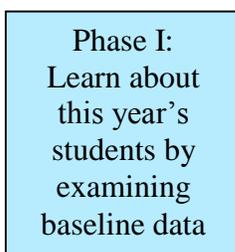
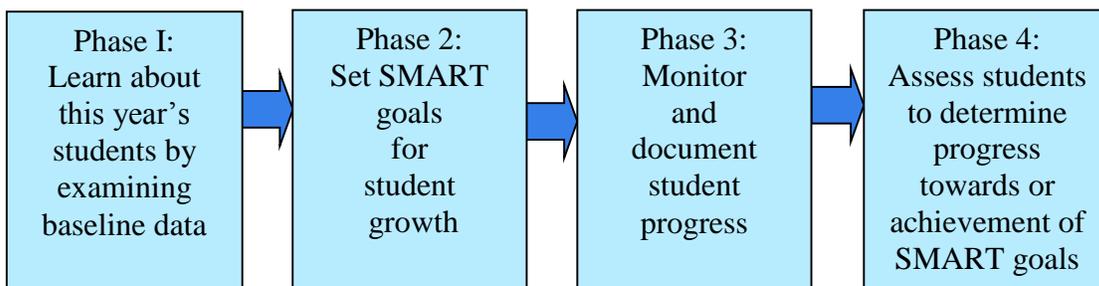
Each SMART goal will:

1. take into account the academic track record and overall needs and strengths of the students that teacher is teaching that year/semester.
2. address the most important purposes of a teacher's assignment through self-reflection.
3. align with school, district, and state student achievement objectives.
4. take into account students' learning needs vis-à-vis relevant baseline data.
5. consider Public School Information System (PSIS) factors.
6. be mutually agreed upon by teacher and their evaluator.
7. be fair, valid, reliable and useful to the greatest extent possible.

SMART Goals and Student Progress

The following diagram illustrates the processes involved in establishing and assessing SMART goals for student learning.

PROFESSIONAL LEARNING AND EVALUATION PROGRAM



To write meaningful and relevant SMART goals that align to their teaching assignment and result from a thorough knowledge of their students, data analysis is required.

Examples of data that teachers will be required to analyze are:

1. Student outcome data (academic)
2. Behavior data (absences, referrals)
3. Program data (participation in-school or extracurricular activities or programs)
4. Perceptual data (learning styles and inventories, anecdotal)

Teachers must learn as much as they can about the students they teach, be able to document baseline data that they have used to determine their instructional focus and be able to write SMART goals on which they will, in part, be evaluated.

Analysis of these initial pieces of data on incoming students for the year should be completed by mid-September of the academic year.

Phase 2:
Set SMART goals
for
student
growth

Each teacher will write ONE SMART goal. Teachers may develop their SMART goal based on non-standardized assessment or a standardized assessment where available and appropriate.

Each SMART goal should make clear (1) what evidence was or will be examined, (2) what level of performance is targeted, (3) what assessment/indicator will be used to measure the targeted level of performance, and (4) what proportion of students is projected to achieve the targeted performance level. SMART goals can also address student subgroups, such as high or low-performing students or ELL students. It is through the Phase I examination of student data that teachers will determine what level of performance to target for which students.

Teachers will submit their SMART goal to their evaluator for review and approval. The review and approval process of the SMART goal will take place during the Goal-Setting conference, on or before November 1. Evaluators will review and approve the SMART goals based on the following criteria, to ensure they are as fair, reliable, valid, and useful to the greatest possible extent:

- **Priority of Content-**: SMART goal is deeply relevant to teacher's assignment and address the most important purposes of that assignment
- **Rigor of SMART goal**: SMART goal is attainable, but ambitious, and represents at least one year's student growth (or appropriate growth for a shorter interval of instruction).
- **Analysis of Student Outcome Data**: SMART goal provides specific, measurable evidence of student outcome data through analysis by the teacher and demonstrates knowledge about students' growth and development.

Phase 3:
Monitor and
document
student
progress

Once SMART goals are approved, teachers must monitor students' progress toward achieving student learning SMART goals.

Teachers may monitor and document student progress through:

1. Examination of student work
2. Administration of interim assessments
3. Tracking of students' accomplishments and struggles

Teachers may choose to share their interim findings with colleagues during collaborative time. They may also wish to keep their evaluator apprised of progress. Artifacts related to the teacher's monitoring practices can be reviewed and discussed during the Mid-Year Conference.

Interim Conferences - Mid-year check-ins:

Evaluators and teachers will review progress toward the goals/objectives at least once during the school year, using available information and data collected on student progress. This review may result in revisions to the instructional strategies or approaches teachers use. Teachers and evaluators may mutually agree to mid-year adjustments to SMART goals to accommodate changes (e.g., student populations, assignment). The Mid-Year Conference will take place by February 15 of the academic year (or April 15 for second semester courses in high school).

Phase 4:
Assess students to
determine progress
towards or
achievement of
SMART goals

End-of-year review of SMART goals/ Student Outcomes and Achievement:

Teacher Self-Assessment – The teacher reviews all information and data collected during the year and completes a self-assessment for review by the evaluator. Teachers will reflect on the SMART goals by responding to the following four statements:

1. Describe the results and provide evidence for each indicator.
2. Describe what you did that produced these results.
3. Provide your overall assessment of whether the goal was met.
4. Describe what you learned and how you will use that information going forward.

End of Year Conference – The teacher shall collect evidence of student progress toward meeting the student learning goals/objectives. This evidence will reflect student progress toward meeting SMART goals for learning. The evidence will be submitted to the evaluator, and the teacher and evaluator will discuss the extent to which the students met the learning goals/objectives. Following the conference, the evaluator will rate the extent of student progress toward meeting the student learning goals/objectives, based on criteria for the 4 performance level designations shown in the table below. If state test data may have a significant impact on a final rating, a final rating may be revised before August 15 when state test data are available.

Evaluators will review the evidence and the teacher’s self-assessment and assign one of four ratings to each SMART goal: Exceeded (4 points), Met (3 points), Partially Met (2 points), or Did Not Meet (1 point). These ratings are defined as follows:

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Exceeded (4)	Exceeded SMART goal(s) by 10% margin or higher.
Met (3)	Met the SMART goal(s).
Partially Met (2)	Did not meet the SMART goal(s) by 10% margin.
Did Not Meet (1)	Did not meet the SMART goals by 11% or greater.

To arrive at a rating for each SMART goal, the evaluator will review the results from data collected as a body of evidence regarding the accomplishment of the goal and score the achievement of the SMART goals holistically.

The final rating for Category 1: Student Outcomes and Achievement rating for a teacher is the SMART goal score. The individual SMART goal ratings and final Student Outcomes and Achievement rating will be shared and discussed with teachers during the End-of-Year Conference.

NOTE: For SMART goals that include an assessment based on state standardized tests, results may not be available in time to score the SMART goal prior to the June 30 deadline. If this is the case, the teacher's student growth and development rating will be based only on the results of the SMART goal that is based on non-standardized indicators.

Training for Teachers and Evaluators

Specific training will be provided to develop evaluators' and teacher's data literacy and creation of the SMART goal by which teachers will be evaluated. A full day training session will support and/or enhance the abilities and skills of each teacher to communicate their goals for student learning outcomes and achievement. The content of the training will include, but not be limited to:

SMART Goal Criteria: Specific, Measurable, Attainable, Relevant, Time-Bound

- Data Literacy as it relates to: Analyzing and Interpreting Assessment Data, Understanding Root Cause, and Decision-Making based on Inferences
- Quality of measures and indicators used to determine student growth
- Alignment of SMART goals to school and/or district goals

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- Writing plans that articulate the strategies and progress monitoring tools teachers will implement to achieve their SMART goals

All teachers and evaluators will be required to attend this training to ensure a standardized approach to the documentation of student learning outcomes and achievement. Should additional training be needed, it will be decided on a case-by-case basis at the school or individual level.

CATEGORY 2: TEACHER PERFORMANCE AND PRACTICE (40%)

Forty percent (40%) of a teacher's evaluation will be based on observation of teacher practice and performance, using REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*.

REGIONAL SCHOOL DISTRICT NO. 8's CCT Performance and Practice Continuum

REGIONAL SCHOOL DISTRICT NO. 8's observation instrument for the Professional Learning and Evaluation Program has been developed to align with Connecticut's Common Core of Teaching (CCT) and to reflect the content of its domains and indicators. The CCT has defined for Connecticut's educators key aspects of effective teaching, correlated with student learning and achievement, that have been evidenced in professional literature.

REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*, which observers will use in conducting teacher observations and reviews of practice, was developed by teams of educators (including teachers, building-level administrators, Superintendent, and professional developers), who reviewed the six domains and 46 indicators that comprise the CCT, relevant research on effective instructional practices that improve student learning and achievement, and other models for observation of professional teaching practice (Danielson, 2011; Marshall, 2011; Marzano, et al., 2011). The *CCT Continuum* represent a distillation of each of these resources to essential elements, crucial to effective practice, that can be observed and applied in appraisals of teachers.

The *CCT Continuum* addresses several principles where are essential components of effective teacher performance and practice. These principles are explicitly embedded in the *Continuum* as observable practices, and teachers and evaluators are required to reflect on these practices during pre- and post-observation conferences and self evaluations. The overarching principles of REGIONAL SCHOOL DISTRICT NO. 8's Performance and Practice Continuum are:

- *Diversity* as enrichment of educational opportunities for all students;
- *Differentiation* as a necessity for success and equal opportunities for all students;
- Purposeful use of *technology* as access to learning for all students;
- *Collaboration* as essential to producing high levels of learning for all students;
- *Data collection and analysis* as essential to informing effective planning, instruction, and assessment practices that enhance student learning;
- *Professional learning* as integral to improved student outcomes.

Key attributes of teacher performance and practice outlined in the CCT are reflected in the descriptors of the Indicators within REGIONAL SCHOOL DISTRICT NO. 8's *CCT Continuum*, so that evaluators and teachers may understand how these attributes apply in practice, observations, and evaluation. Teacher lesson plans and associated documentation, pre-observation, post-observation, and teacher self-reflection forms and related conversations, as well as non-classroom reviews of practice, such as communication with families, collaboration with colleagues, participation in data teams, professional learning presentations by faculty members, participation in mentoring, instructional rounds, PPTs and action research, all provide rich data related to the CCT standards and the effectiveness of teachers' performance and practice.

In employing the CCT as its foundation, REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum* maintains consistency with Connecticut's TEAM program of mentorship and professional development of new teachers. TEAM's Performance Profiles, which also describe attributes of effective teaching practice along a continuum for each of its professional growth modules, apply the CCT indicators as the focus for new teacher reflection on their practice and development of differentiated professional growth plans. REGIONAL SCHOOL DISTRICT NO. 8's Continuum and TEAM both rely on rich professional discussion about and reflection on professional practice to advance teacher effectiveness and student learning. Therefore, consistency between these two programs makes it possible for all educators to acquire common understandings and language about teaching and learning, with the intent of enriching collaboration, communication, and community to pave the way for school improvement and success for all students.

Teacher Goal Setting for Performance and Practice

In preparation for instructional planning and Goal-Setting Conferences with evaluators, teachers will analyze their student data and use the *CCT Continuum* to reflect on their own practices and their impact on student performance. Based on that reflection, teachers will develop a performance and practice goal to guide their own professional learning and improvements in practice that will ultimately promote student growth and achievement of student outcome goals. Teacher practice goals will not be evaluated but should result in improvements in teacher knowledge and skills which will be evidenced in observations of teacher performance and practice.

Data Gathering Process

REGIONAL SCHOOL DISTRICT NO. 8 evaluators will use the *CCT Continuum* to guide data collection from three sources: teacher conferences, classroom observations and reviews of practice.

Over the course of the school year, evaluators will gather evidence for all Indicators and Domains of the *CCT Continuum* which will allow teachers to demonstrate: the context for their work; their ability to improve student learning and performance; their ability to engage in reflective practice to improve their own knowledge and skills; how they exercise leadership skills within their classrooms, schools and district.

Observation of Teacher Practice

Data-Informed Observation of Teacher Performance and Practice (40%)		
SOURCES OF DATA	EXAMPLES OF DATA	IMPORTANCE OF DATA
Conferences	Data related to all 5 domains <ul style="list-style-type: none"> • Conversation and artifacts that reveal the teacher has an understanding of, content, students, strategies, and use of data • Teacher’s use of data to inform instruction, analyze student performance and set appropriate learning goals 	<ul style="list-style-type: none"> • Provides opportunities for teachers to demonstrate cause and effect thinking. • Provides opportunities for evaluator learning in content; systems effectiveness; priorities for professional learning • Provides context for observations and evaluation
In-class observations	Data related to Domains 2-5 <ul style="list-style-type: none"> • Teacher-student, student, student-student conversations, interactions, activities related to learning goals 	<ul style="list-style-type: none"> • Provides evidence of teacher’s ability to improve student learning and promote growth
Non-classroom reviews of practice	Data related to Domain 6 <ol style="list-style-type: none"> 1. Teacher reflection, as evidenced in pre- and post-conference data. 2. Engagement in professional development opportunities, involvement in action research. 3. Collaboration with colleagues 4. Teacher-family interactions 5. Ethical decisions 	<ul style="list-style-type: none"> • Provides evidence of teacher as learner, as reflective practitioner and teacher as leader.

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Observations, both formal and informal, provide valuable information to all professional staff about instructional practice. Data collected through observations allow school leaders to understand more about the nature of learning and instruction in our schools, and feedback from observation provides individual teachers with insights regarding the impact of their management, planning, instruction, and assessment practices on student growth. Annually, administrators will engage in professional learning opportunities, including online options and collaborative sessions, that will develop their skills in effective observation, providing meaningful, useful feedback, and engaging in productive professional conversations with teachers.

Evaluators and other instructional leaders use a combination of formal and informal, announced and unannounced observations to:

1. Gather evidence of and facilitate professional conversation regarding the quality of teacher practice;
2. Provide constructive oral and written feedback of observations that is timely and useful for educators;
3. Provide information for the on-going calibration of evaluators and evaluation practices in the district.

Administrators may differentiate the number of observations based on experience, prior ratings, needs and goals of individual teachers.

In addition to formal conferences for goal-setting and performance review and formal observations, informal observations of teachers by evaluators will occur periodically. Observations are for the purpose of helping teachers to gain insights about their professional practice and its impact on student learning. Formal and informal observation of teachers is considered a normal part of the evaluator's job responsibilities. More importantly, observation is essential for establishing a culture of continuous learning for educators and for understanding the nature, scope and quality of student learning in a school as a whole. In addition to in-class observations, non-classroom reviews of practice will be conducted. Examples of non-classroom observations or reviews of practice include but are not limited to: observations of data team meetings, observations of coaching/mentoring other teachers, review of lesson plans or other teaching artifacts. The Professional Learning and Evaluation Program also establishes opportunities for teachers to participate in informal, non-evaluative observations of teacher practice for the following purposes: to enhance awareness of teaching and learning practices in our schools; to create opportunities for problem-

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based professional learning projects and action research to improve student learning; and to enhance collaboration among teachers and administrators in advancing the vision and mission of their schools.

OBSERVATION SCHEDULE REVISION

- I. Year 1 & 2 Teachers New to Profession
3 Formal Observations
2 Informal Observations
1 Review of Practice

- II. Non-Tenured – Year 3 and 4, and/or Tenured (New to District)
1 Formal Observation
2 Informal Observations
1 Review of Practice

- III. Tenured – On-Cycle for 2015/16 and/or Tenured not deemed
Proficient/Exemplary in previous year.
1 Formal Observation
2 Informal Observations
1 Review of Practice

- IV. Tenured - Those Evaluated in 2014/15 and are proficient or exemplary as
determined by the last Summative Evaluation.*
2 Informal Observations
1 Review of Practice

*The criteria for determining if a teacher is exemplary or proficient will be as follows:

- Individual teacher evaluations will be reviewed for teachers in the following areas of planning, instruction, assessment, and professional responsibilities. If the summative evaluation indicates that they are an exemplary or proficient teacher and they are recommended for renewal, the teacher will be deemed to be exemplary or proficient.

Evaluation Ratings for Performance and Practice

Evaluation ratings will be assigned at the end of each school year. After gathering and analyzing evidence for all Indicators within each of the Domains 2-6, evaluators will use the CCT Continuum to initially assign ratings of Below Standard, Developing, Proficient or Exemplary. **Ratings will be made at the Domain level only.**

Once Domain ratings have been assigned, evaluators will use the *Rating Guidelines for Observation of Teacher Performance and Practice* to assign a rating.

Ratings Guidelines for Observation of Teacher Performance and Practice	
Rating	Criteria
Exemplary	Minimum of three exemplary ratings at the domain level and no ratings below proficient
Proficient	Minimum of three proficient ratings at the domain level and no rating below standard
Developing	Minimum of 2 proficient rating at the domain level and not more than one rating below standard
Below Standard	Two or more ratings at the domain level below standard

EVALUATOR TRAINING AND PROFICIENCY

Formal observations of classroom practice are guided by the Domains and indicators of REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*. Evaluators participate in extensive training and are required to be proficient in the use of the *Continuum* for educator evaluation. Training is conducted annually (at a minimum) to ensure consistency, compliance, and high-quality application of the *Continuum* in observations and evaluation. Formal observations include pre- and post-conferences that provide opportunities for deep professional conversations that allow evaluators and teachers to set goals, allow administrators to gain insight into the teacher's progress in addressing issues and working toward their goals, and share evidence each has gathered during the year.

In the first year of implementation of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program, all evaluators participated in six days of initial training and successfully completed online proficiency activities. Evaluators also attended two additional support sessions during the school year. To ensure consistency and fairness in the evaluation process, all evaluators meet the proficiency standard prior to conducting teacher observations. Components included the following:

1. Three days of face-to-face training that focused on:
 - using the CCT Performance and Practice Continuum for data collection, analysis and evaluation
 - introducing participants to the online practice and proficiency system.
2. One day of online practice to be completed independently or as a collaborative learning activity at the school or district level
3. One day of on-line proficiency comprised of two proficiency activities requiring evaluators to demonstrate their ability to: recognize bias; identify evidence from classroom observations, conferences and non-classroom reviews of practice that is appropriate to specific *CCT Performance and Practice Continuum* Indicators and Domains; gather and analyze a comprehensive set of data to assign appropriate ratings at the Domain level.
4. One day of follow-up face-to-face training to:
 - enhance evaluator conferencing and feedback skills

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- debrief on proficiency as needed

Evaluators also participated in two support sessions during the school year:

1. Two-hour facilitated conversation in preparation for Mid Year Conferences
2. Two-hour facilitated conversation in preparation for End of Year Conferences

After the first year of implementation, all evaluators new to REGIONAL SCHOOL DISTRICT NO. 8 will be required to participate in the training, proficiency and supports sessions described above.

All REGIONAL SCHOOL DISTRICT NO. 8 evaluators will be required to demonstrate proficiency in the use of the CCT Continuum for educator evaluation bi-annually. Any evaluator who does not initially demonstrate proficiency will be provided with additional practice and coaching opportunities as needed and will be required to successfully complete online proficiency activities. In the second year of proficiency, evaluators will be required to calibrate their ability to appropriately apply the CCT Continuum by participating in district update/calibration sessions.

CATEGORY 3. PARENT FEEDBACK (10%)

Ten percent (10%) of a teacher's evaluation shall be based on parent feedback, including data from surveys and may also include focus group data.

REGIONAL SCHOOL DISTRICT NO. 8 schools strive to meet the needs of all of the students all of the time. To gain insight into what parents perceive about our ability to accomplish this, a school-wide parent survey will be used. The survey instrument to be used was developed by Victoria Bernhardt, *Education for the Future*, Executive Director. The surveys, used both nationally and internationally, have been subjected to a rigorous vetting process that has found them to be fair, reliable, valid, and useful. The REGIONAL SCHOOL DISTRICT NO. 8 Administration will be consulted regarding the use of the appropriate survey tool.

Using an *Education for the Future* Parent Survey, administered on-line and that allows for anonymous responses, all REGIONAL SCHOOL DISTRICT NO. 8 schools will collect and analyze parent feedback data that will be used for continuous improvement. Surveys will be administered one time per year, in March. The March survey data will be used by teachers as baseline data for the following academic year. Analysis of survey data will be

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conducted on a school-wide basis, with all certified staff engaged in the analysis, and result in one school-wide goal to which all certified staff will be held accountable.

Once the school-wide parent feedback goal has been determined by the school, teachers will identify the strategies they will implement to achieve the school-wide goal.

Teacher ratings will be determined using a 4-level performance matrix. Ratings will be based on evidence of teacher's implementation of strategies to address areas of need as identified by the survey results.

CATEGORY 4. WHOLE-SCHOOL STUDENT LEARNING INDICATORS (5%)

Five percent (5%) of a teacher's evaluation shall be based on whole-school student learning indicators or student feedback.

REGIONAL SCHOOL DISTRICT NO. 8 schools will define and communicate a Whole School Learning Indicator that is based on the school performance index (SPI) to which all certified staff will be held accountable. Certified staff will be asked to articulate in writing how they will, through their instructional practice, contribute to the achievement of the Whole School Learning Indicator.

Teachers' efforts and actions taken towards achievement of the Whole School Learning Indicator will be discussed during the pre-, mid-year, and post-conferences. Teachers will be expected to bring artifacts from their practice that support and provide evidence of their contributions to the attainment of this indicator.

SUMMATIVE TEACHER EVALUATION RATING:

Each teacher shall annually receive a summative rating in one of four levels:

1. ***Exemplary*** – Substantially exceeding indicators of performance
2. ***Proficient*** – Meeting indicators of performance
3. ***Developing*** – Meeting some indicators of performance but not others
4. ***Below standard*** – Not meeting indicators of performance

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Exemplary ratings are reserved for performance that significantly exceeds proficiency and could serve as a model for teachers district-wide or even statewide. Few teachers are expected to demonstrate *exemplary* performance on more than a small number of indicators.

Proficient represents fully satisfactory performance. It is the rigorous standard expected for experienced teachers.

A rating of *developing* means that performance is meeting proficiency in some indicators but not others. Improvement is necessary and expected.

A rating of *below standard* indicates performance that is below proficient on all components or unacceptably low on one or more indicators.

Determining Summative Ratings

The process for determining summative evaluation ratings has three steps: (a) determining a practice rating, (b) determining an outcomes rating and (c) combining the two into an overall rating.

A. PRACTICE: Teacher Performance & Practice (40%) + Parent Feedback (10%) = 50%

The practice rating derives from a teacher's performance on the five domains of the CCT Performance and Practice Continuum and the parent feedback target. Evaluators record a rating for the domains that generates an overall rating for teacher practice. The Parent Feedback rating is combined with the Teacher Practice rating and the evaluator uses the matrix to determine an overall Teacher Performance & Practice Rating.

B. OUTCOMES: Student Outcome & Achievement (45%) + Whole-School Student Learning Indicators (5%) = 50%

The outcomes rating derives from the two student outcome & achievement measures – 2 SMART goals – and whole-school learning indicators outcomes. As shown in the Summative Rating Form, evaluators record a rating for the SMART goals agreed to in the beginning of

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the year. The Whole-School Student Learning Indicator Rating is combined with the SMART goals rating and the evaluator uses the matrix to determine an overall Outcomes Rating

C. FINAL SUMMATIVE: Practice (50%) + Outcomes (50%) = 100%

The Summative rating combines the practice and outcomes ratings using the matrix below.

If the two areas in any Matrix are highly discrepant (e.g., a rating of exemplary for Teacher Practice and a rating of below standard for Student Outcomes), then the evaluator and the evaluatee will re-examine the data and/or gather additional information in order to determine the rating for the Matrix.

If upon re-examination of the data, the ratings do not change, the evaluator will use the Matrix to determine the rating.

<i>Teacher Practice Rating</i>					
		<i>Exemplary</i>	<i>Proficient</i>	<i>Developing</i>	<i>Below Standard</i>
<i>Teacher Outcomes Rating</i>	<i>Exemplary</i>	<i>Exemplary</i>	<i>Exemplary</i>	<i>Proficient</i>	<i>Developing</i>
	<i>Proficient</i>	<i>Exemplary</i>	<i>Proficient</i>	<i>Proficient</i>	<i>Below Standard</i>
	<i>Developing</i>	<i>Proficient</i>	<i>Developing</i>	<i>Developing</i>	<i>Below Standard</i>
	<i>Below Standard</i>	<i>Developing</i>	<i>Developing</i>	<i>Below Standard</i>	<i>Below Standard</i>

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In accordance with The CT Guidelines for Educator Evaluation, REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Plan employs a 4-level matrix rating system, as follows:

1. Annual summative evaluations must provide each teacher with a summative rating aligned to one of four performance evaluation designations: Exemplary, Proficient, Developing and Below Standard.
2. In order to determine summative rating designations for each teacher, REGIONAL SCHOOL DISTRICT NO. 8 evaluators will:
 - A. Rate teacher performance in each of the four Categories:
 1. Student Outcomes and Achievement;
 2. Observations of Teacher Performance and Practice;
 3. Parent Feedback, and
 4. Whole-School Student Learning Indicators.
 - B. Combine the Student Outcomes and Achievement (Category 1, above) and Whole-School Student Learning Indicator rating(Category 4, above) into a single rating, taking into account their relative weights. This will represent an overall "**Outcomes Rating**" of Exemplary, Proficient, Developing, or Below Standard.
 - C. Combine the Observations of Teacher Performance and Practice rating (Category 2, above) and the Parent Feedback rating (Category 3, above) into a single rating, taking into account their relative weights; this will represent an overall "**Practice Rating**" of Exemplary, Proficient, Developing, or Below Standard.
 - D. Combine the **Outcomes Rating** and **Practice Rating** into a **final rating**. In undertaking this step, teachers will be assigned a summative rating category of **Exemplary, Proficient, Developing, or Below Standard**. See Appendix C of this document for example.

DEFINITION OF TEACHER EFFECTIVENESS AND INEFFECTIVENESS

Teacher effectiveness will be based upon a pattern of summative teacher ratings collected over time. All teachers will need to have a summative rating of Proficient or Exemplary within 2 years of the implementation of the plan. Any teacher not having a summative rating of Proficient or Exemplary will be placed on an individual improvement and remediation plan. (See **Professional Assistance and Support System, or PASS, below**)

After the first 2 years of participating in the plan, teachers will be required to have no more than one summative rating of Developing during any 2 year period and a summative rating of Proficient or Exemplary in the other year.

Teachers receiving a rating of Developing or Below Standard in any year will be placed on an individual teacher improvement and remediation plan (REGIONAL SCHOOL DISTRICT NO. 8's Professional Assistance and Support System, or PASS). After one year of the PASS participation, the teacher must have a summative rating of Proficient or Exemplary to be considered effective.

TEACHER PROFESSIONAL ASSISTANCE AND SUPPORT SYSTEM (PASS) (INDIVIDUAL PERFORMANCE REMEDIATION PLAN)

Teachers who receive an overall rating of “Developing” or “Below Standard” during any formal evaluation will be required to have a second formal evaluation. If the second evaluation remains in the “Developing” or “Below Standard” rating, the teacher will be required to work with their local association president (or designee) and evaluator (or designated PASS Individual Performance Remediation Plan developer) to design a teacher performance remediation plan. Teachers must receive a rating of “Proficient” within a year of the PASS Individual Performance Remediation Plan being developed. The plan will be created within 30 days after the completion of the post observation conference. The performance remediation plan will identify areas of needed improvement and include supports that the district will provide to address the performance areas identified as needing improvement. After the development of the PASS Individual Performance Remediation plan, the teacher and evaluator will collaborate to determine the target completion date.

The plan must include the following components:

1. *Areas of Improvement*: Identify area of needed improvement
2. *Rationale for Areas of Improvement*: Evidence from observations that show an area needing improvement.
3. *Domain*: List domain rated “developing” or “below standard”
4. *Indicators for Effective Teaching*: Identify exemplary practices in the area identified as needing improvement

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5. *Improvement Strategies to be Implemented*: Provide strategies that the teacher can implement to show improvement in any domain rated “developing” or “below standard”
6. *Tasks to Complete*: Specific tasks the Teacher will complete that will improve the domain.
7. *Support and Resources*: List of supports and resources the Teacher can use to improve, e.g. professional learning opportunities, peer observation, colleague mentor, books, etc.
8. *Indicators of Progress*: How the teacher will show progress towards proficient/exemplary in identified domain(s) through observations, data, evidence, etc.

The plan will be designed and written in a collaborative manner, which focuses on the development of a professional learning community supporting colleagues within this level. The teacher, local association president or designee, and evaluator or designee will sign the plan. Copies will be distributed to all those who will be involved in the implementation of the plan as well as the Superintendent. The contents of the plan will be confidential.

Timeframe for Improvement in PASS

The evaluator and local association representative (or designee) will determine the appropriate time frame for improvement. In general, the expectation is that a teacher will reach the proficient or exemplary rating within one year of placement on a remediation plan.

EVALUATION-BASED PROFESSIONAL LEARNING

As our core values indicate, REGIONAL SCHOOL DISTRICT NO. 8 believes that the primary purpose for professional learning is school improvement as measured by the success of every student. We also believe that professional learning must focus on creating meaningful experiences for all staff members. Designing evaluation-based professional learning is a dynamic process. Working with program goals and data from the educator evaluation process, professional learning is planned to strengthen instruction around identified student growth needs or other areas of identified educator needs.

We recognize that educators as well as students learn in different ways and have different learning needs at different points in their career. Effective professional learning, therefore, must be highly personalized and provide for a variety of experiences, including learning teams, study groups, individual study, etc. as well as opportunities for conducting research and collaborating with colleagues on content-based pedagogical activities.

REGIONAL SCHOOL DISTRICT NO. 8's evaluation-based professional learning design has as its foundation the Standards for Professional Learning (Learning Forward, 2011). Each of the tenets of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program is aligned with at least one, and often several, of the seven Standards for Professional Learning, as follows.

TENETS OF THE REGIONAL SCHOOL DISTRICT NO. 8 PLAN: ALIGNING STANDARDS AND PROCESSES:

- ***Evaluation is a teacher-centered process:*** We believe that, for evaluation to improve professional practice, it is essential to “make evaluation a task managed by a teacher, and not a thing done to a worker” (Peterson, 2000, p. 5).
 - Teacher reflection on aspects of their instructional practice and its effect on student achievement, on other facets of responsibility to the school community, and on their professional contributions to their field is critical to improved practice for both veteran and novice teachers. [*Standards: Learning Communities; Data; Outcomes*]
 - Educator self-reflection represents the initiation and culmination of the cycle of professional praxis and procedures for evaluation.

- Teachers collect and assemble relevant data related to student outcomes and their professional contributions, and determine how their data can be used in evaluation.
- **Organizational culture matters:** The framework and outcomes of systems for the evaluation of teachers must reflect an understanding of the culture of schools as learning organizations (see Schein, 2010; Senge, 2012).
 - It is vitally important to examine the core beliefs that underpin organizational processes such as professional learning and evaluation, as well as teachers' and administrators' perception of their roles and effectiveness, to effect positive changes in student learning, growth, and achievement. Further, it is important to evolve the role of principals and administrators from the sole judges and evaluators of teachers and teaching to emphasize their role as instructional leaders who collaborate with teachers.
 - Evaluators and teachers support each other in the pursuit of individual and collective professional growth and student success through rich professional conferences and conversations. [*Standards: Leadership; Resources*]
 - Each school's core beliefs about student learning are the foundation for evaluation and support systems, and provide a focus for individual and collaborative reflections on personal practice and organizational functioning. [*Standards: Learning Communities; Implementation*]
 - Teachers and administrators collaborate to observe instructional practices in their school and to analyze data on instruction and student performance. [*Standards: Data; Outcomes*]
 - Teachers and administrators collaborate to plan, assess, and evaluate professional learning. [*Standards: Leadership; Learning Communities; Implementation; Learning Designs*]
- **Evaluation and professional learning must be differentiated to increase organizational effectiveness:** There is a growing research base that demonstrates that individual and collective teacher efficacy (defined by Bandura, 1997, as "the group's shared belief in its conjoint capabilities to organize and execute courses of action required to produce given levels of attainments"), is positively associated with and predictive of student achievement (Allinder, 1995; Goddard, et al., 2000; Moolenaar, et al., 2012; Tschannen-Moran and Barr, 2004)

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- The needs of veteran and novice teachers are different, and evaluation-based professional learning is be designed to meet those needs, inspire and motivate individual and collective efficacy, and build leadership capacity in schools and districts (see Peterson, 2000). [*Standards: Learning Design; Leadership; Resources*]
- The development of such structures as career ladders, personal professional portfolios, and other opportunities are provided for teachers to share their learning from professional activities, findings from their own research or from research-based practices they have applied, classroom-level and professional accomplishments and/or challenges. [*Standards: Data; Outcomes: Learning Communities; Leadership*]

CAREER DEVELOPMENT AND PROFESSIONAL GROWTH

REGIONAL SCHOOL DISTRICT NO. 8 will provide opportunities for educator career development and professional growth based on the results of the evaluation. Educators with an evaluation of Proficient or Exemplary will be able to participate in opportunities to further their professional growth, including attending state and national conferences and other professional learning opportunities.

For educators rated Exemplary, the following career development and professional growth opportunities would be available: observation of peers; mentoring/coaching early-career educators or educators new to REGIONAL SCHOOL DISTRICT NO. 8; participating in development of educator Professional Assistance and Support System plans for peers whose performance is developing or below standard; leading Professional Learning Communities for their peers; and, targeted professional development based on areas of need.

ADMINISTRATOR EVALUATION

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ADMINISTRATOR EVALUATION TIMELINE

JULY	Orientation and Context setting
AUGUST	Goal Setting and Plan Development 3 Student Learning Objectives 1 Survey Target 2 Areas of Focus for Practice
JANUARY	Mid-Year Formative Review
APRIL	Self-Assessment
MAY	Preliminary Summative
JUNE 1	Assessment
JUNE 30	Report to the Board of Education Report to the State Department of Education
AUGUST	Finalized Summative Assessment – Completion September 15

FREQUENCY OF EVALUATION

Principal	Assistant Principal	Director of Special Education
One Observation of Practice*	One Observation of Practice*	One Observation of Practice*
	Focus on learning of a subset of students	Focus on subset of students grade level or subject matter
	Focus on teacher effectiveness on a subset of teachers	Stakeholder feedback on direct clients

*ALL DATA WILL BE TRACKED ON MY LEARNING PLAN.



ADMINISTRATOR EVALUATION PLAN

OVERVIEW

REGIONAL SCHOOL DISTRICT NO. 8's Administrator Evaluation Plan means to develop a shared understanding of leader effectiveness. REGIONAL SCHOOL DISTRICT NO. 8's administrator evaluation and support plan defines administrator effectiveness in terms of (1) administrator practice (the actions taken by administrators that have been shown to impact key aspects of school life); (2) the results that come from this leadership (teacher effectiveness and student achievement); and (3) the perceptions of the administrator's leadership among key stakeholders in their community.

The plan describes four levels of performance for administrators and focuses on the practices and outcomes of **Proficient** administrators. These administrators can be characterized as:

- Meeting expectations as an instructional leader
- Meeting expectations in at least 2 other areas of practice
- Meeting 1 target related to stakeholder feedback
- Meeting state accountability growth targets on tests of core academic subjects
- Meeting and making progress on 2 SMART goals aligned to school and district priorities
- Having more than 60% of teachers proficient on the student growth portion of their evaluation

This document describes the administrator evaluation plan, beginning with a set of underlying core design principles. We then describe the four components on which administrators are evaluated – leadership practice, stakeholder feedback, student learning and teacher effectiveness – before describing the process of evaluation and, finally, the steps evaluators take to reach a summative rating for an administrator.

COMPONENTS OF THE ADMINISTRATOR EVALUATION PLAN

The evaluation of administrators, as well as supports for their ongoing growth and development, are based on four categories:

CATEGORY #1: LEADERSHIP PRACTICE (40%)

An assessment of an administrator's leadership practice – by direct observation of practice and the collection of other evidence – is 40% of an administrator's summative rating.

Leadership practice is described in the Common Core of Leading: Connecticut School Leadership Standards, adopted by the Connecticut State Board of Education in June of 2012, which use the national Interstate School Leaders Licensure Consortium (ISLLC) standards as their foundation and define effective administrative practice through six performance expectations. (see Appendix)

All six of these performance expectations contribute to successful schools, but research shows that some have a bigger impact than others. In particular, improving teaching and learning is at the core of what effective educational leaders do. As such, **Performance Expectation 2 (Teaching and Learning) for principals will be weighted twice as much as** any other Performance Expectation. The other Performance Expectations must have a weighting of at least 5% of the overall evaluation.

These weightings will be consistent for all principals and other REGIONAL SCHOOL DISTRICT NO. 8 administrators. For assistant principals and other 092 certificate holders in non-teaching roles, the six Performance Expectations are weighted equally.

In order to arrive at these ratings, administrators are measured against the **Leader Evaluation Rubric** (see Appendix) which describes leadership actions across four performance levels for each of the six performance expectations and associated elements. The four performance levels are:

- **Exemplary:** The Exemplary Level focuses on the concepts of developing capacity for action and leadership beyond the individual leader. Collaboration and involvement from a wide range of staff, students and stakeholders is prioritized as appropriate in distinguishing Exemplary performance from Proficient performance.

- **Proficient:** The rubric is anchored at the Proficient Level using the indicator language from the Connecticut School Leadership Standards. The specific indicator language is highlighted in **bold** at the Proficient level.
- **Developing:** The Developing Level focuses on leaders with a general knowledge of leadership practices but most of those practices do not necessarily lead to positive results.
- **Below Standard:** The Below Standard Level focuses on a limited understanding of leadership practices and general inaction on the part of the leader.

Two key concepts, indicated by bullets, are often included as indicators. Each of the concepts demonstrates a continuum of performance across the row, from *below standard* to *exemplary*.

Assigning ratings for each Performance Expectation: Performance indicators provide examples of observable, tangible behavior that indicate the degree to which administrators are meeting each Performance Expectation. Evaluators and administrators will review performance and complete evaluation at the Performance Expectation level, NOT at the Element level. Additionally, it is important to document an administrator's performance on each Performance Expectation with evidence generated from multiple performance indicators, but not necessarily all performance indicators. As part of the evaluation process, evaluators and school leaders should identify a few specific areas for ongoing support and growth.

Assessing the practice of administrators other than principals and assistant principals: For REGIONAL SCHOOL DISTRICT NO. 8 administrators in non-school roles, administrator practice will be assessed based upon ratings from evidence collected directly from the Connecticut School Leadership Standards. The leader evaluation rubric will be used in situations where it is applicable to the role of the administrator.

Leadership Practice Summative Rating

Summative ratings are based on the preponderance of evidence for each performance expectation in the Connecticut School Leadership Standards. Evaluators collect written evidence about and observe the administrator's leadership practice across the six

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performance expectations described in the rubric. Specific attention is paid to leadership performance areas identified as needing development.

This is accomplished through the following steps, undertaken by the administrator being evaluated and by the evaluator completing the evaluation:

The administrator and evaluator meet for a Goal-Setting Conference by the August 1 to identify focus areas for development of the administrator's leadership practice.

1. The administrator being evaluated collects evidence about his/her practice and the evaluator collects evidence about administrator practice with particular focus on the identified focus areas for development. **Evaluators of principals must conduct at least two school site observations for any principal and will conduct at least four school site observations for principals who are new to their district, school, the profession, or who have received ratings of *developing* or *below standard*.** Evaluators of assistant principals will conduct at least four observations of the practice of the assistant principal. Evaluators of other REGIONAL SCHOOL DISTRICT NO. 8 administrators will conduct at least two observations and/or reviews of practice.
2. The administrator being evaluated and the evaluator hold a Mid-Year Formative Conference by January 30 with a focused discussion of progress toward proficiency in the focus areas identified as needing development.
3. By May 30, the administrator being evaluated reviews all information and data collected during the year and completes a summative self-assessment for review by the evaluator, identifying areas of strength and continued growth as well as progress on their focus areas.
4. By June 30, the evaluator and the administrator being evaluated meet to discuss all evidence collected. Following the conference, the evaluator uses the preponderance of evidence to assign a summative rating of exemplary, proficient, developing, or below standard for each performance expectation. Then the evaluator assigns a total practice rating based on the criteria in the Leadership Practice Matrix and generates a summary report of the evaluation by June 30.

Orientation and Training Programs

By the spring of each year, REGIONAL SCHOOL DISTRICT NO. 8 provided a series of half-day sessions for all administrators being evaluated so that they will understand the evaluation system, the processes, and the timelines for their evaluation. Special attention will be given to the Common Core of Leading Performance Expectations and the Leadership Practice Rubric, so that all administrators fully understand Performance Expectations and the requirement for being a “Proficient” administrator. Additional sessions will be provided throughout the academic year that will provide REGIONAL SCHOOL DISTRICT NO. 8 administrators with access to resources and to connect with colleagues to deepen their understanding of the Evaluation Program.

By July 15, REGIONAL SCHOOL DISTRICT NO. 8 provided all evaluators of administrators with training focused on the administrator evaluation system. Training will include an in-depth overview and orientation of the four categories that are part of the plan, the process and timeline for plan implementation, the process for arriving at a summative evaluation, and use of My Learning Plan OASYS. One full day of training will be provided on using the Leadership Practice Rubric, so that evaluators are thoroughly familiar with the language, expectations, and examples of evidence required for administrator proficiency. An additional full day of training will be provided to all evaluators in conducting effective observations and providing high-quality feedback. Two additional days of training will be provided on the three other categories in the plan and in the use of My Learning Plan OASYS.

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Principals and Central Office Administrators:

Leadership Practice Matrix (40%)

Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
<i>Exemplary</i> on Teaching and Learning	At least <i>Proficient</i> on Teaching and Learning	At least <i>Developing</i> on Teaching and Learning	<i>Below Standard</i> on Teaching and Learning
<i>Exemplary</i> on at least 2 other performance expectations	At least <i>Proficient</i> on at least 3 other performance expectations	At least <i>Developing</i> on at least 3 other performance expectations	or
No rating below <i>Proficient</i> on any performance expectation	No rating below <i>Developing</i> on any		<i>Below Standard</i> on at least 3 other performance expectations

Assistant Principals and Other Administrators:

Leadership Practice Matrix (40%)

Exemplary	Proficient	Developing	Below Standard
<i>Exemplary</i> on at least 3 performance expectations	At least <i>Proficient</i> on at least 4 performance expectations	At least <i>Developing</i> on 4 performance expectations	<i>Below Standard</i> on 3 performance expectations
No rating below <i>Proficient</i> on any performance expectation	No rating below <i>Developing</i> on any		

CATEGORY #2: STAKEHOLDER FEEDBACK (10%)

Feedback from stakeholders assessed by administration of a survey with measures that align to the Connecticut Leadership Standards is 10% of an administrator's summative rating.

To gain insight into what stakeholders perceive about administrators' effectiveness, for each administrative role, the stakeholders surveyed will be those in the best position to provide meaningful feedback. For school-based administrators, stakeholders solicited for feedback will include teachers and parents, but may include other stakeholders (e.g., other staff, community members, students, etc.).

The survey instrument to be used was developed by Victoria Bernhardt, *Education for the Future*, Executive Director. These surveys, used both nationally and internationally, have been subjected to a rigorous vetting process that has found them to be fair, reliable, valid, and useful.

The surveys will be administered on-line and allows for anonymous responses, all REGIONAL SCHOOL DISTRICT NO. 8 administrators will collect and analyze stakeholder feedback data that will be used for continuous improvement. Surveys will be administered one time per year, in March. The March survey data will be used by administrators as baseline data for the following academic year.

Once the stakeholder feedback goal has been determined by the administrator, the administrator will identify the strategies he/she will implement to meet the target

ARRIVING AT A STAKEHOLDER FEEDBACK SUMMATIVE RATING

Ratings will reflect the degree to which an administrator makes growth on feedback measures, using data from the prior year as a baseline for setting a growth target. Exceptions to this include:

- Administrators with high ratings already; in which case, the rating should reflect the degree to which measures remain high

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- Administrators new to the role;, in which case, the rating should be based on a reasonable target, using district averages or averages of schools in similar situations

This is accomplished in the following steps, undertaken by the administrator being evaluated and reviewed by the evaluator:

1. Review baseline data on selected measures,
2. Set 1 target for growth on a selected measure (or performance on a selected measure when growth is not feasible to assess or performance is already high)
3. By March 15, administer surveys to relevant stakeholders
4. Aggregate data and determine whether the administrator achieved the established target
5. Assign a rating, using this scale:

Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
Exceeded target	Met target	Made progress but did not meet target	Made little or no progress against target

CATEGORY #3: SMART GOALS (45%)

Student learning is assessed in equal weight by: (a) performance and progress on the academic learning measures in the state's accountability system for schools using the SPI and (b) performance and growth on 2 locally-determined measures, (SMART goals). Each of these measures will have a weight of 22.5% and together they will account for 45% of the administrator's evaluation.

State Assessments (SPI)

1. School Performance Index (SPI) progress – changes from year to year in student achievement on Connecticut's standardized assessments [Connecticut Mastery Test (CMT) and the Connecticut Academic Performance Test (CAPT)].
2. SPI progress for student subgroups – changes from year to year in student achievement for subgroups on Connecticut's standardized assessments

Evaluation ratings for principals on these state test measures are generated as follows:

Step 1: SPI Ratings and Progress are applied to give the administrator a score between 1 and 4 for each category, using the table below:

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	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
SPI Progress	>125% of target progress	100-125% of target progress	50-99% of target progress	<50% of target progress
Subgroup SPI Progress	Meets performance targets for all subgroups that have SPI <88 OR all subgroups have SPI > 88 OR The school does not have any subgroups of sufficient size	Meets performance targets for 50% or more of sub-groups that have SPI <88	Meets performance targets for at least one sub-group that has SPI <88	Does not meet performance target for any subgroup that has SPI <88

Step 2: The scores in each category are combined, resulting in an overall state test rating that is scored on the following scale:

Exemplary	Proficient	Developing	Below Standard
>3.5	Between 2.5 and 3.5	Between 1.5 and 2.4	Less than 1.5

All protections related to the assignment of school accountability ratings (e.g., the minimum number of days a student must be enrolled in order for that student’s scores to be included in an accountability measure) shall apply to the use of state test data for administrator evaluation.

LOCALLY-DETERMINED MEASURES – SMART GOALS

Administrators establish two SMART goals on measures they select. In selecting measures, certain parameters apply:

- All measures must align to Connecticut learning standards. In instances where there are no such standards that apply to a subject/grade level or an administrators' assignment, REGIONAL SCHOOL DISTRICT NO. 8 will use research-based learning standards appropriate for that administrators' assignment (i.e., Standards for Professional Learning, American School Counselors Association, etc.)
- At least one of the measures will focus on student outcomes from subjects and/or grades not assessed on state-administered assessment
- For administrators in high school, one measure will include the cohort graduation rate and the extended graduation rate, as defined in the State's approved application for flexibility under the Elementary and Secondary Education Act. All protections related to the assignment of school accountability ratings for cohort graduation rate and extended graduation rate shall apply to the use of graduation data for principal evaluation.
- For administrators assigned to a school in "review" or "turnaround" status, indicators will align with the performance targets set out in the school's mandated Improvement Plan

Administrators have broad discretion in selecting indicators, including, but not limited to:

- Student performance or growth on state-administered assessments and/or district-adopted assessments not included in the state accountability measures (e.g., commercial content area assessments, Advanced Placement examinations, International Baccalaureate examinations).
- Students' progress toward graduation in the school using strong predictive indicators, including but not limited to 9th and/or 10th grade credit accumulation and/or the percentage of students that pass 9th and/or 10th grade subjects most commonly associated with graduation.
- Students' performance or growth on school-or classroom-developed assessments in subjects and grade levels for which there are not available state assessments.

The process for selecting measures and creating SMART goals will strike a balance between alignment to student learning priorities and a focus on the most significant school-level student learning needs. To do so, it is critical that the process unfold in this way (described for principals):

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- First, establish student learning priorities for a given school year based on available data.
- The principal uses available data to craft an improvement plan for the school. This is done in collaboration with other stakeholders and includes a manageable set of clear student learning targets.
- The principal chooses student learning priorities for her/his own evaluation that are (a) aligned to REGIONAL SCHOOL DISTRICT NO. 8 priorities (unless the school is already doing well against those priorities) and (b) aligned with the school improvement plan.
- The principal chooses measures that best assess the priorities and develops clear and measurable s for the chosen assessments/indicators.
- The principal shares the SMART goals with her/his evaluator, informing a conversation designed to ensure that:
 - ◆ The SMART goals are attainable.
 - ◆ There is adequate data that can be collected to make a fair judgment about whether the administrator met the established SMART goals.
 - ◆ The SMART goals are based on a review of student characteristics (e.g., mobility, attendance, demographic and learning characteristics) relevant to the assessment of the administrator against the objective.
 - ◆ The professional resources are appropriate to supporting the administrator in meeting the performance targets.
- The administrator being evaluated and the evaluator collect interim data on the SMART goals to inform a mid-year conversation (which is an opportunity to assess progress and, as needed, adjust targets) and summative data to inform summative ratings.

Based on this process, administrators receive a rating for this portion using the REGIONAL SCHOOL DISTRICT NO. 8 Administrator Evaluation Summative Rating Form (see Appendix):

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To arrive at an overall student learning rating, the ratings for the state assessment and the locally-determined ratings are plotted on this matrix:

		State Assessment – SPI(22.5%)			
		Exemplary	Proficient	Developing	Below Standard
Locally-determined Portion SMART goals (22.5%)	Exemplary	Exemplary	Exemplary	Proficient	Developing
	Proficient	Exemplary	Proficient	Proficient	Developing
	Developing	Proficient	Proficient	Developing	Below Standard
	Below Standard	Developing	Developing	Below Standard	Below Standard

CATEGORY #4: TEACHER EFFECTIVENESS (5%)

Teacher effectiveness – as measured by an aggregation of teachers’ SMART goals – is 5% of an administrator’s evaluation.

Improving teacher effectiveness is central to a principal’s role in driving improved student learning outcomes. That is why, in addition to measuring the actions that principals take to increase teacher effectiveness – from hiring and placement to ongoing professional development to feedback on performance – the principal evaluation model also assesses the outcomes of all of that work.

As part of REGIONAL SCHOOL DISTRICT NO. 8’s teacher evaluation plan, teachers are assessed in part on their accomplishment of their SMART goals. This is the basis for assessing principals’ contribution to teacher effectiveness outcomes.

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Exemplary	Proficient	Developing	Below Standard
>80% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	>60% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	>40% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	<40% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation

Administrator Evaluation Summative Rating Form

This summary rating form is to be completed by the evaluator after the final conference with the administrator. The evaluator will use the preponderance of evidence to assign a rating for each Performance Expectation. The evaluator will also determine progress against the state assessment results (SPI), the two SMART goals, the stakeholder feedback target and the teacher effectiveness results and assign ratings for each.

Instructions for completing Summative Rating Forms

I. Administrator Practice Summative Rating (50%) - Form E

The **Administrator Practice Summative Rating** is based upon 2 measures:

1. Leadership Practice Rating (40%)
2. Stakeholder Feedback Rating (10%)

These two measures are combined and the **Administrator Practice Summative Rating (Form E)** is assigned using the **Summary Administrator Practice Matrix – Form D**

Step 1: To assign the **Summary Leadership Practice Rating** the evaluator:

1. Assigns a rating for each Performance Expectation, using evidence from observations, artifacts and data submitted by the administrator being evaluated – **Form A**
2. Assigns a **Summary Leadership Practice Rating** for all Performance Expectations using the **Summary Leadership Practice Matrix – Form B**

Step 2: To assign the **Stakeholder Feedback Rating** the evaluator:

1. Assigns a rating for the Stakeholder Feedback target, using evidence submitted by the administrator being evaluated, including survey results and analysis – **Form C**

Step 3: To assign the **Administrator Practice Summative Rating** the evaluator:

1. Inputs the results of the **Summary Leader Practice Rating** and the **Stakeholder Feedback Rating** and uses the **Summary Practice Rating Matrix –Form D**—to assign an **Administrator Practice Summative Rating – Form E.**

II. The Administrator Outcomes Summative Rating (50%) is based upon 2 measures:

1. Student Learning Indicators Rating (45%)
 - a. State Assessment Results, (SPI) is 22.5%
 - b. 2 SMART goal results is 22.5%
2. Teacher Effectiveness Rating (5%)

These two measures are combined and the **Administrator Outcomes Summative Rating** is assigned using the **Summary Administrator Outcomes Matrix.**

Step 1: To assign the **Summary Student Learning Indicators Rating** the evaluator:

1. Assigns a rating for the **State Assessment Results Rating –Form G (SPI)** using the **SPI Rating Matrix – Form F**.
2. Assigns a SMART goal rating for each SMART goal, based upon evidence submitted by the administrator, using the **SMART Goal Rating –Form H**
3. Assigns a **Summary SMART Goal Rating** using the **Summary SMART Goal Rating Matrix – Form I**
4. Assigns a **Summary Student Learning Indicators Rating – Form K** using the **Summary Student Learning Indicators Matrix – Form J**

Step 2: To assign a **Teacher Effectiveness Rating** the evaluator:

1. Assigns a **Teacher Effectiveness Rating**, based upon the aggregate results of teachers' progress toward meeting their SMART goals, using the **Teacher Effectiveness Rating Matrix – Form L**

Step 3: To Assign the **Administrator Outcomes Summative Rating** the evaluator:

1. Inputs the results of the **Summary Student Learning Indicators Rating** and the **Teacher Effectiveness Rating** and uses the **Summary Outcomes Rating Matrix – Form M**—to assign an **Administrator Outcomes Summative Rating – Form N**

III. The **Final Administrator Summative Rating** is based upon 2 measures:

1. Administrator Practice Summative Rating – 50%
2. Administrator Outcomes Summative Rating – 50%

Step 1: To assign a **Final Administrator Summative Rating** the evaluator:

1. Inputs the results of the Administrator Practice Summative Rating and the Administrator Outcomes Summative Rating and uses the **Final Administrator Summative Rating Matrix** to assign a **Final Administrator Summative Rating**

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Administrator Evaluation Summative Rating Form

Administrator: _____ **Evaluator:** _____

School/Division: _____

LEADERSHIP PRACTICE RATING FORM

Evaluator will review evidence from observations and other artifacts and data submitted by the administrator being evaluated to arrive at a rating for each of the Performance Expectations. Evaluators will rate at the Performance Expectation level and **NOT** at the Element level. After all of the Performance Expectations are rated, the evaluator will use the **Summary Leadership Practice Matrix** to determine an **Summary Leadership Practice Rating**.

FORM A: LEADERSHIP PRACTICE RATING (40%)				
Performance Expectations and Elements	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
Performance Expectation 1: Vision, Mission and Goals				
Performance Expectation 2: Teaching and Learning				
Performance Expectation 3: Organizational Systems and Safety				
Performance Expectation 4: Families and Stakeholders				
Performance Expectation 5: Ethics and Integrity				
Performance Expectation 6: Leadership Practice Rating				
Use the Summary Leadership Practice Matrix, (below) to determine an Summary Leadership Practice rating				

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FORM B: SUMMARY LEADERSHIP PRACTICE MATRIX				
Exemplary (4)	Proficient (3)		Developing (2)	Below Standard (1)
Exemplary on Teaching and learning	At least Proficient on Teaching and learning		At least Developing on Teaching and Learning	Below Standard on Teaching and learning
Exemplary on at least 2 other performance expectations	At least Proficient on at least 3 other performance expectations		At least Developing at least 3 other performance expectations	or
No rating below Proficient on any performance expectation	No rating below Developing on any performance expectation			Below Standard on at least 3 other performance expectations
Summary Leadership Practice Rating	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)

STAKEHOLDER FEEDBACK RATING FORM

Evaluator will review all evidence submitted, included results of Stakeholder Feedback surveys to determine an overall rating for this category.

FORM C: STAKEHOLDER FEEDBACK (10%)				
Stakeholder Feedback Rating	Exemplary (4) Exceeded target or maintained high level	Proficient (3) Met target	Developing (2) Made progress towards target	Below Standard (1) Made no progress and did not meet target
Feedback Target 1				
Stakeholder Feedback Rating	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)

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FORM D: SUMMARY PRACTICE RATING MATRIX

Evaluator will use the results of the **Summary Leader Practice Rating** and the **Stakeholder Feedback Rating** to determine a **Administrator Practice Summative Rating** by using the **Summary Practice Rating Matrix** below.

Summary Leadership Practice Rating (40%)					
Stakeholder Feedback Rating (10%)	Level	Exemplary	Proficient	Developing	Below Standard
	Exemplary	Exemplary	Proficient	Developing	Developing
	Proficient	Exemplary	Proficient	Developing	Below Standard
	Developing	Exemplary	Proficient	Developing	Below Standard
	Below Standard	Proficient	Developing	Developing	Below Standard

FORM E: ADMINISTRATOR PRACTICE SUMMATIVE RATING (50%)				
ADMINISTRATOR PRACTICE SUMMATIVE RATING	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)

ADMINISTRATOR OUTCOMES SUMMATIVE RATING – 50%

STEP 1: STUDENT LEARNING INDICATORS RATING

STUDENT LEARNING INDICATORS RATING (45%)

Evaluator uses the results of the SPI (22.5%) and progress on the 2 SMART goals (22.5%) to assign an **Summary Student Learning Indicator Rating**. The evaluator will use the **SPI Rating Matrix** to determine an overall rating for this category.

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FORM F: SPI Rating Matrix

	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
SPI Progress	>125% of target progress	100-125% of target progress	50-99% of target progress	<50% of target progress
Subgroup SPI Progress	Meets performance targets for all subgroups that have SPI <88 OR all subgroups have SPI > 88 OR The school does not have any subgroups of sufficient size	Meets performance targets for 50% or more of sub-groups that have SPI <88	Meets performance targets for at least one sub-group that has SPI <88	Does not meet performance target for any subgroup that has SPI <88

STATE ASSESSMENT RESULTS (SPI) RATING (22.5%)

Evaluator uses the results of the **SPI Rating Matrix** to assign a rating.

FORM G: STATE ASSESSMENT RESULTS (SPI) RATING - (22.5%)				
State Assessment Results (SPI)	>3.5	2.5 – 3.5	1.5 – 2.4	<1.5
Rating	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
State Assessment Rating (SPI) (22.5%)				

SMART GOALS RATING (22.5%)

The evaluator reviews data and evidence collected on the 2 SMART goals and assigns a rating for each of these goals. The evaluator uses the **SMART Goals Matrix** to assign a **Summary SMART Goals Rating**.

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FORM H: SMART GOALS RATING - (22.5%)

Student Learning Indicators (22.5%)	Exemplary (4) Exceeded goal or maintained high level	Proficient (3) Met goal	Developing (2) Did not meet goal but made progress toward goal	Below Standard (1) Did not meet goal and made little or no progress toward goal
SMART Goal #1				
SMART Goal #2				

SUMMARY SMART GOALS RATING - (22.5%)

Use the **Summary SMART Goals Rating Matrix**, (below) to assign a **Summary SMART Goals Rating** for the 2 SMART Goals.

FORM I: SUMMARY SMART GOALS RATING MATRIX - (22.5%)

	Exemplary (4) Exceeded goal or maintained high level on 2 s	Proficient (3) Met goal on 1 and made progress on the other	Developing (2) Did not meet goal on either , but made progress toward goal on both s	Below Standard (1) Did not meet goal and made little or no progress toward goal on either
Summary SMART Goals Rating (22.5%)				

SUMMARY STUDENT LEARNING INDICATORS RATING – (45%)

Evaluator uses the **SMART Goals Matrix** to assign a **Summary Student Learning Indicators Rating**.

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FORM J: SMART Goals Matrix

		STATE ASSESSMENT PORTION (SPI)			
		Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
Summary SMART Goals Rating	Exemplary (4)	Exemplary	Exemplary	Proficient	Developing
	Proficient (3)	Exemplary	Proficient	Proficient	Developing
	Developing (2)	Proficient	Proficient	Developing	Below Standard
	Below Standard (1)	Developing	Developing	Below Standard	Below Standard

FORM K: SUMMARY STUDENT LEARNING INDICATORS– (45%)

SUMMARY STUDENT LEARNING INDICATORS RATING (45%)				
Summary Student Learning Indicators Rating	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)

TEACHER EFFECTIVENESS RATING (5%)

Evaluator uses the aggregate results of teachers’ progress toward meeting their smart goals to assign an overall rating for **Teacher Effectiveness** using the **Teacher Effectiveness Rating Matrix** below.

FORM L: TEACHER EFFECTIVENESS RATING MATRIX				
	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
	81-100% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	61-80% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	41-60% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation	0-40% of teachers are rated <i>proficient</i> or <i>exemplary</i> on the student growth portion of their evaluation
Teacher Effectiveness Rating	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)

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FORM M: SUMMARY OUTCOMES RATING MATRIX (50%)

Evaluator uses the **Summary Outcomes Rating Matrix** to assign an **Administrator Outcomes Summative Rating**.

Administrator Student Learning Related Indicators Rating (45%)					
		Exemplary	Proficient	Developing	Below Standard
Teacher Effectiveness Rating (5%)	Exemplary	Exemplary	Proficient	Developing	Below Standard
	Proficient	Exemplary	Proficient	Developing	Below Standard
	Developing	Exemplary	Proficient	Developing	Below Standard
	Below Standard	Exemplary	Proficient	Developing	Below Standard

FORM N: ADMINISTRATOR OUTCOMES SUMMATIVE RATING (50%)				
	Exemplary (4)	Proficient (3)	Developing (2)	Below Standard (1)
Administrator Outcomes Summative Rating				

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

FORM O: FINAL ADMINISTRATOR SUMMATIVE RATING MATRIX

Evaluator uses the **Administrator Practice Summative Rating (50%)** and the **Administrator Outcomes Summative Rating (50%)** to assign a **Final Administrator Summative Rating** using the **Matrix** below.

Administrator Practice Summative Rating (50%)					
		Exemplary	Proficient	Developing	Below Standard
Administrator Outcomes Summative Rating (50%)	Exemplary	Exemplary	Exemplary	Proficient	Developing
	Proficient	Exemplary	Proficient	Proficient	Below Standard
	Developing	Proficient	Developing	Developing	Below Standard
	Below Standard	Developing	Developing	Below Standard	Below Standard

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Name (Individual/Department) _____

School _____

Smart Goal 1: Student Learning Objective #1

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results: Attach data and analysis		

Reflections: (Smart Goal - Student Achievement, Instructional Strategies, Future Modifications, Other) Mid-Year & End of Year Reflection to be attached.

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Smart Goal 1: Student Learning Objective #2

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results:*		
Attach data and analysis		

Reflections: (Smart Goal - Student Achievement, Instructional Strategies, Future Modifications, Other) Mid-Year & End of Year Reflection to be attached.

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Smart Goal 1: Student Learning Objective #3

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results: Attach data and analysis		

Reflections: (Smart Goal - Student Achievement, Instructional Strategies, Future Modifications, Other) Mid-Year & End of Year Reflection to be attached.

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Smart Goal 2: Leadership Practice Goal #1

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results: Attach data and analysis		

Reflections: (Student Achievement, Instructional Strategies, Future Modifications, Other)

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Smart Goal 2: Leadership Practice Goal #2

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results: Attach data and analysis		

Reflections: (Student Achievement, Instructional Strategies, Future Modifications, Other)

**Regional School District No. 8 Public Schools
Individual Smart Goal Worksheet**

Smart Goal 3: Stakeholder Feedback

Action Steps	Timeframe	Evidence
What steps/activities will be initiated to achieve this objective?	What is a realistic timeframe for each phase?	
Results: Attach data and analysis		

Reflections: (Student Achievement, Instructional Strategies, Future Modifications, Other)

ADMINISTRATOR EVALUATION PROCESS

This section describes the process by which administrators and their evaluators collect evidence about practice and results over the course of a year, culminating with a final rating and recommendations for continued improvement. We describe an annual cycle for administrators and evaluators to follow and believe that this sequence of events lends well to a meaningful and doable process.

OVERVIEW

Each administrator participates in the evaluation process as a cycle of continuous improvement. The cycle is the centerpiece of state guidelines designed to have all educators play a more active, engaged role in their professional growth and development. For every administrator, evaluation begins with goal-setting for the school year, setting the stage for implementation of a goal-driven plan. The cycle continues with a Mid-Year Formative Review, followed by continued implementation. The latter part of the process offers administrators a chance to self-assess and reflect on progress to date, a step that informs the summative evaluation. Evidence from the summative evaluation and self-assessment become important sources of information for the administrator's subsequent goal setting, as the cycle continues into the subsequent year.

SCHOOL YEAR: PLAN IMPLEMENTATION AND EVIDENCE COLLECTION

JULY	AUGUST	JANUARY	MAY	JUNE
Orientation and context setting	Goal setting and plan development	Mid-year formative review	Self-assessment	Preliminary summative rating to be finalized in August

Step 1: Orientation and Context-Setting by July 30

To begin the process, the administrator needs five things to be in place:

1. Student learning data are available for review by the administrator and the state has assigned the school a School Performance Index (SPI) rating.
2. Stakeholder survey data are available for review by the administrator.
3. The superintendent has communicated his/her student learning priorities for the year.
4. The administrator has developed a school improvement plan that includes student learning goals.
5. The evaluator has provided the administrator with this document in order to orient her/him to the evaluation process.

Step 2: Goal-Setting and Plan Development by August 15

Before a school year starts, administrators will:

1. identify a target for growth on the SPI,
2. identify two SMART goals and
3. identify one stakeholder feedback target.

Administrators will then identify the two specific areas of focus for their practice ***that will help them accomplish*** their SPI targets, their SMART goals, and their stakeholder feedback target, choosing from among the elements of the Connecticut School Leadership Standards. Administrators will identify these two specific focus areas of growth in order to facilitate a professional conversation about their leadership practice with their evaluator. What is critical is that the administrator can connect improvement in the practice focus areas to the growth in SPI, the SMART goals and the stakeholder feedback target, creating a logical through-line from practice to outcomes.

Next, the administrator and the evaluator meet in August to discuss and agree on the selected outcome goals and practice focus areas.

The evaluator and administrator also discuss the appropriate resources and professional development needs to support the administrator in accomplishing the goals. Together, these components – the goals, the practice areas and the resources and supports – comprise an individual’s evaluation plan. In the event of any disagreement, the evaluator has the authority and responsibility to finalize the goals, supports and sources of evidence to be used.

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The goal-setting form (see Appendix) is to be completed by the administrator being evaluated. The focus areas, goals, activities, outcomes, and time line will be reviewed by the administrator's evaluator prior to the beginning work on the goals. The evaluator may suggest additional goals as appropriate.

The evaluator will establish a schedule of school visits with the administrator to collect evidence and observe the administrator's work. The first visit will take place near the beginning of the school year to ground the evaluator in the school context and the administrator's evaluation plan. Subsequent visits will be planned at 2-to 3-month intervals.

A note on the frequency of school site observations:

- two observations for each administrator.
- four observations for assistant principals and for any administrator new to REGIONAL SCHOOL DISTRICT NO. 8, or who has received ratings of *developing* or *below standard*.

Step 3: Mid-Year Formative Review: Midway through the school year, there will be a formal check-in to review progress. In preparation for meeting:

- The administrator analyzes available student achievement data and considers progress toward outcome goals.
- The evaluator reviews observation and feedback forms to identify key themes for discussion.

The administrator being evaluated and the evaluator hold a Mid-Year Formative Conference, with explicit discussion of progress toward student learning targets, as well as any areas of performance related to standards of performance and practice. The meeting is also an opportunity to surface any changes in the context (e.g., a large influx of new students) that could impact accomplishment of outcome goals; goals may be changed at this point.

Step 5: Self-Assessment: By May 30, the administrator being evaluated completes a self-assessment on his/her practice on all 18 elements of the Connecticut Leadership Standards. For each element, the administrator being evaluated determines whether he/she:

- Needs to grow and improve practice on this element;
- Has some strengths on this element but needs to continue to grow and improve;
- Is consistently effective on this element; or
- Can empower others to be effective on this element.

The administrator being evaluated will also review their focus areas and determine if they consider themselves on track or not.

The administrator being evaluated submits their self-assessment to their evaluator.

Step 5: Summative Review and Rating: The administrator being evaluated and the evaluator meet by May 30 to discuss the administrator's self-assessment and all evidence collected over the course of the year. This meeting serves as an opportunity to convey strengths, growth areas, and their probable rating. After the meeting, the evaluator assigns a rating, based on all available evidence (see next section for rating methodology).

The evaluator completes the summative evaluation report, shares it with the administrator, and adds it to the principal's personnel file with any written comments attached that the principal requests to be added within two weeks of receipt of the report.

Summative ratings must be completed for all administrators by June 30 of a given school year. Should state standardized test data not be available at the time of a final rating, a rating must be completed based on evidence that is available. When the summative rating for an administrator may be significantly impacted by state standardized test data or teacher effectiveness ratings, the evaluator may recalculate the administrator's summative rating when the data is available and submit the adjusted rating no later than August 15. This adjustment should take place before the start of the new school year so that prior year results can inform goal setting in the new school year.

SUMMATIVE ADMINISTRATOR EVALUATION RATING

Each administrator shall annually receive a summative rating in one of four levels:

1. **Exemplary:** Exceeding indicators of performance
2. **Proficient:** Meeting indicators of performance
3. **Developing:** Meeting some indicators of performance but not others
3. **Below standard:** Not meeting indicators of performance

Proficient represents fully satisfactory performance. It is the rigorous standard expected for most experienced administrators. Specifically, proficient administrators can be characterized as:

- Meeting expectations as an instructional leader
- Meeting expectations in at least two other areas of practice
- Meeting and making progress on one target related to stakeholder feedback
- Meeting state accountability growth targets on tests of core academic subjects
- Meeting and making progress on two SMART goals aligned to school and district priorities
- Having more than 60% of teachers proficient on the student growth portion of their evaluation

Supporting administrators to reach proficiency is at the very heart of this evaluation model.

Exemplary ratings are reserved for performance that significantly exceeds proficiency and could serve as a model for leaders district-wide or even statewide. Few administrators are expected to demonstrate *exemplary* performance on more than a small number of practice elements.

A rating of *developing* means that performance is meeting proficiency in some components but not others. Improvement is necessary and expected and two consecutive years at the *developing* level is, for an experienced administrator, a cause for concern. On the other hand, for principals in their first year, performance rated

developing is expected. If, by the end of three years, performance is still *developing*, there is cause for concern.

A rating of *below standard* indicates performance that is below proficient on all components or unacceptably low on one or more components.

Determining Summative Ratings

The process for determining summative evaluation ratings has three steps: (a) determining a practice rating, (b) determining an outcomes rating and (c) combining the two into an overall rating.

A. PRACTICE: Leadership Practice (40%) + Stakeholder Feedback (10%) = 50%

The practice rating derives from an administrator's performance on the six performance expectations of the leader evaluation rubric and the stakeholder feedback target. As shown in the Summative Rating Form in **Appendix C** evaluators record a rating for the performance expectations that generates an overall rating for leadership practice. The Stakeholder Feedback rating is combined with the Leadership Practice rating and the evaluator uses the matrix (APPENDIX C) to determine an overall Practice Rating.

B. OUTCOMES: SMART goals (45%) + Teacher Effectiveness (5%) = 50%

The outcomes rating derives from the two student learning measures – state test results (SPI) and SMART goals – and teacher effectiveness outcomes. As shown in the Summative Rating Form in **Appendix C**, state reports provide an assessment rating and evaluators record a rating for the SMART goals agreed to in the beginning of the year. These two combine to form the basis of the overall SMART goals rating. The Teacher Effectiveness rating is combined with the SMART goals rating and the evaluator uses the matrix (APPENDIX C) to determine an overall Outcomes Rating.

C. FINAL SUMMATIVE: Practice (50%) + Outcomes (50%) = 100%

The Summative rating combines the practice and outcomes ratings using the matrix below. *If the two areas in any Matrix are highly discrepant (e.g., a rating of exemplary for Administrator Practice and a rating of below standard for Administrator Outcomes), then the*

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evaluator and the evaluatee will re-examine the data and/or gather additional information in order to determine the rating for the Matrix.

If upon re-examination of the data, the ratings do not change, the evaluator will use the Matrix to determine the rating

Administrator Practice Rating					
		Exemplary	Proficient	Developing	Below Standard
Administrator Outcomes Rating	Exemplary	Exemplary	Exemplary	Proficient	Developing
	Proficient	Exemplary	Proficient	Proficient	Below Standard
	Developing	Proficient	Developing	Developing	Below Standard
	Below Standard	Developing	Developing	Below Standard	Below Standard

Definition of Effectiveness and Ineffectiveness

Administrator effectiveness will be based upon a pattern of summative administrator ratings collected over time. All administrators will need to have a rating of Proficient or Exemplary within 2 years of the implementation of the program. Any administrator not rated Proficient or Exemplary will be placed on an individual improvement and remediation plan. **(See Professional Assistance and Support System, or PASS, below)**

After the first 2 years of implementation of the program, administrators will be required to have no more than one summative rating of Developing during the 2 year period and a summative rating of Proficient or Exemplary in the other year.

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Administrators receiving a rating of Developing or Below Standard in any year, will be placed on an individual administrator improvement and remediation plan (REGIONAL SCHOOL DISTRICT NO. 8's Professional Assistance and Support System, or PASS). After one year of the Plan implementation, the administrator must have a summative rating of Proficient or Exemplary to be considered effective.

**ADMINISTRATOR PROFESSIONAL ASSISTANCE AND SUPPORT PLAN (PASS)
(INDIVIDUAL IMPROVEMENT AND REMEDIATION PLAN)**

Administrators who receive a summative evaluation rating of “Developing” or “Below Standard” will be required to work with their evaluator (or designated PASS Administrator Performance Remediation Plan Developer) to design an administrator performance remediation plan. The plan will be created within 30 days after the completion of the summative evaluation rating conference. The administrator performance remediation plan will identify areas of needed improvement and include supports that REGIONAL SCHOOL DISTRICT NO. 8 will provide to address the performance areas identified as needing improvement. After the development of the PASS Administrator Performance Remediation plan, the administrator and evaluator will collaborate to determine the target completion date. Administrators must receive a summative evaluation rating of “Proficient” within a year of the development of his/her PASS Administrator Performance Remediation Plan.

The plan must include the following components:

1. *Areas of Improvement*: Identify area of needed improvement
2. *Rationale for Areas of Improvement*: Evidence from observations that show an area needing improvement.
3. *Performance Expectation*: List performance expectation rated “developing” or “below standard”
4. *Indicators for Effective Leading*: Identify exemplar practices in the area identified as needing improvement
5. *Improvement Strategies to be Implemented*: Provide strategies the administrator can implement to show improvement in performance expectations rated “developing” or “below standard”
6. *Tasks to Complete*: Specific tasks the administrator will complete that will improve the performance expectation.
7. *Support and Resources*: List of supports and resources the administrator can use to improve, e.g. professional learning opportunities, peer observation, colleague mentor, books, etc.
8. *Indicators of Progress*: How the administrator will show progress towards proficient/exemplar in domain through observations, data, evidence, etc.

The plan will be designed and written in a collaborative manner, which focuses on the development of a professional learning community supporting colleagues within this level.

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The administrator and evaluator will sign the plan. Copies will be distributed to all those who will be involved in the implementation of the plan as well as the Superintendent. The contents of the plan will be confidential.

For educators rated Exemplary, the following career development and professional growth opportunities would be available: observation of peers; mentoring/coaching early-career educators or educators new to REGIONAL SCHOOL DISTRICT NO. 8; participating in development of educator Professional Assistance and Support System plans for peers whose performance is developing or below standard; leading Professional Learning Communities for their peers; and targeted professional development based on areas of need.

EVALUATION-BASED PROFESSIONAL LEARNING

As our core values indicate, REGIONAL SCHOOL DISTRICT NO. 8 believes that the primary purpose for professional learning is school improvement as measured by the success of every student. We also believe that professional learning must focus on creating meaningful experiences for all staff members. Designing evaluation-based professional learning is a dynamic process. Working with program goals and data from the educator evaluation process, professional learning is planned to strengthen instruction around identified student growth needs or other areas of identified educator needs.

We recognize that educators as well as students learn in different ways and have different learning needs at different points in their career. Effective professional learning, therefore, must be highly personalized and provide for a variety of experiences, including learning teams, study groups, individual study, etc. as well as opportunities for conducting research and collaborating with colleagues on content-based pedagogical activities.

REGIONAL SCHOOL DISTRICT NO. 8's evaluation-based professional learning design has as its foundation the Standards for Professional Learning (Learning Forward, 2011). Each of the tenets of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program is aligned with at least one, and often several, of the seven Standards for Professional Learning, as follows.

TENETS OF THE REGIONAL SCHOOL DISTRICT NO. 8 PLAN: ALIGNING STANDARDS AND PROCESSES:

- ***Evaluation is an educator-centered process:*** We believe that, for evaluation to improve professional practice, it is essential to “make evaluation a task managed by an educator, and not a thing done to a worker” (Peterson, 2000, p. 5).
 - Educator reflection on aspects of their leadership practice and its effect on student achievement and teacher effectiveness, on other facets of responsibility to the school community, and on their professional contributions to their field is critical to improved practice for both veteran and novice teachers. [*Standards: Learning Communities; Data; Outcomes*]
 - Educator self-reflection represents the initiation and culmination of the cycle of professional praxis and procedures for evaluation.
 - Educators collect and assemble relevant data related to student outcomes and their professional contributions, and determine how their data can be used in evaluation.

- ***Organizational culture matters:*** The framework and outcomes of systems for the evaluation of administrators must reflect an understanding of the culture of schools as learning organizations (see Schein, 2010; Senge, 2012).
 - It is vitally important to examine the core beliefs that underpin organizational processes such as professional learning and evaluation, as well as teachers’ and administrators’ perception of their roles and effectiveness, to effect positive changes in student learning, growth, and achievement. Further, it is important to evolve the role of principals and administrators from the sole judges and evaluators of teachers and teaching to emphasize their role as instructional leaders who collaborate with teachers.
 - Evaluators and administrators support each other in the pursuit of individual and collective professional growth and student success through rich professional conferences and conversations. [*Standards: Leadership; Resources*]
 - Each school’s core beliefs about student learning are the foundation for evaluation and support systems, and provide a focus for individual and collaborative reflections on personal practice and organizational functioning. [*Standards: Learning Communities; Implementation*]
 - Teachers and administrators collaborate to observe instructional practices in their school and to analyze data on instruction and student performance. [*Standards: Data; Outcomes*]

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- Teachers and administrators collaborate to plan, assess, and evaluate professional learning. [*Standards: Leadership; Learning Communities; Implementation; Learning Designs*]
- ***Evaluation and professional learning must be differentiated to increase organizational effectiveness:*** There is a growing research base that demonstrates that individual and collective educator efficacy (defined by Bandura, 1997, as “the group’s shared belief in its conjoint capabilities to organize and execute courses of action required to produce given levels of attainments”), is positively associated with and predictive of student achievement (Allinder, 1995; Goddard, et al., 2000; Moolenaar, et al., 2012; Tschannen-Moran and Barr, 2004)
 - The needs of veteran and novice administrators are different, and evaluation-based professional learning is be designed to meet those needs, inspire and motivate individual and collective efficacy, and build leadership capacity in schools and districts (see Peterson, 2000). [*Standards: Learning Design; Leadership; Resources*]
 - The development of such structures as career ladders, personal professional portfolios, and opportunities are provided for administrators to share their learning from professional activities, findings from their own research or from research-based practices they have applied, classroom-level and professional accomplishments and/or challenges. [*Standards: Data; Outcomes: Learning Communities; Leadership*]

CAREER DEVELOPMENT AND PROFESSIONAL GROWTH

REGIONAL SCHOOL DISTRICT NO. 8 will provide opportunities for administrator career development and professional growth based on the results of the evaluation. Administrators with an evaluation of Proficient or Exemplary will be able to participate in opportunities to further their professional growth, including attending state and national conferences and other professional learning opportunities.

For administrators rated Exemplary, the following career development and professional growth opportunities would be available: observation of peers; mentoring/coaching early-career administrators or administrators new to REGIONAL SCHOOL DISTRICT NO. 8; participating in development of administrator improvement and remediation plans for peers whose performance is developing or below standard; leading Professional Learning

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Communities for their peers; and, targeted professional development based on areas of need.

EDUCATION SPECIALIST EVALUATION

EDUCATION SPECIALIST EVALUATION PLAN

REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Plan provides both the structure and flexibility required to guide education specialists and evaluators in understanding their roles in enhancing student learning and assessing their professional practices. The goal of the Education Specialist Evaluation Plan is to support these specialists in their professional growth toward the aim of improved student outcomes.

The Plan aligns the professional standards for education specialists with outcomes for learning in evaluation of practice, while recognizing the unique responsibilities of each education specialist.

Goals of the Education Specialist Professional Learning and Evaluation Plan:

- improve learner outcomes through meaningful evaluation of practice of education specialists, aligned with professional learning;
- improve school-wide (or REGIONAL SCHOOL DISTRICT NO. 8 district-wide) learning goal outcomes through effective collaboration among educators;
- improve the quality of instruction by ensuring accountability for learner outcomes and educational specialist effectiveness,
- provide professional assistance and support for education specialists when and where necessary.

Who are Education Specialists

Education Specialists include non-teaching, non-administrative education professionals who provide a variety of services to students, teachers, and parents. Specialists include counselors, nurses, library/media specialists, school psychologists, social workers, education staff developers, and others with specialized training who offer a broad range of services. REGIONAL SCHOOL DISTRICT NO. 8's education specialists may be located exclusively within a single school or district, or they may provide services to a number of districts.

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Education Specialist Position Categories:

- Pupil Personnel services: school counselors, school nurses, school psychologists, social workers
- Instructional Support services: library/media specialists, instructional or assistive technology specialists, instructional support specialists
- Related Services: occupational therapists, physical therapists, speech and language pathologists
- Education staff developers

Who Evaluates Education Specialists?

REGIONAL SCHOOL DISTRICT NO. 8 administrators are responsible for Education Specialists evaluations, including, but not limited to, personnel in the following categories:

Administrators and Program Directors of REGIONAL SCHOOL DISTRICT NO. 8 schools and programs

- Nurses
- Social Workers
- Guidance Counselors

Director of Student Services

- Speech and Language Pathologists
- Occupational Therapists
- Physical Therapists
- Assistive Technology specialists
- Related Services Personnel
- Psychologists

Director of Teaching and Learning

- Education Staff Developers
- Coordinator of Professional Learning

Performance Standards

It is expected that education specialists and their evaluators will be knowledgeable about the professional standards for each specialist they will evaluate. Those standards form the

basis for goal-setting, assessment of professional practice, and alignment of professional learning opportunities with the needs of education specialists. In observations of practice, evaluators will use the domains and indicators outlined in REGIONAL SCHOOL DISTRICT NO. 8's CCT Performance and Practice Continuum that has been adapted for evaluation of education specialists.

Links to Professional Standards Documents:

Links to standards and other informational documents related to the professional practice requirements of education specialists are provided as reference for education specialists and evaluators:

School Counselors: ASCA Ethical Standards for School Counselors (2010):

<http://www.schoolcounselor.org/files/EthicalStandards2010.pdf>

School Social Workers: NASW Standards for School Social Work Services (2012):

<http://www.naswdc.org/practice/standards/NASWSchoolSocialWorkStandards.pdf>

School Psychologists: NASP Professional Standards (2010):

<http://www.nasponline.org/standards/2010standards.aspx>

Occupational Therapists: AOTA Standards of Practice

<http://www.aota.org/about/core/36194.aspx>

Instructional Technology Specialists: NETS-T (2010)

<http://www.iste.org/docs/pdfs/nets-t-standards.pdf?sfvrsn=2>

Assistive Technology Specialists: RESNA Standards:

<http://www.resna.org/atStandards/standards.dot>

Physical Therapists: APTA Code of Ethics (2012)

[http://www.apta.org/uploadedFiles/APTAorg/About Us/Policies/HOD/Ethics/CodeofEthics.pdf](http://www.apta.org/uploadedFiles/APTAorg/About%20Us/Policies/HOD/Ethics/CodeofEthics.pdf)

APTA SIG: Pediatric Site: References for School-Based Practice of Physical Therapy:

http://www.pediatricapta.org/pdfs/References%20for%20SB%20SIG1_23.pdf

Professional Development Coordinator, Education Staff Developers: Learning Forward, Standards for Professional Learning (2012):

<http://www.learningforward.org/bookstore/standards-for-professional-learning>

EDUCATION SPECIALIST EVALUATION PROCESS

The process for the evaluation of education specialists is consistent with that of REGIONAL SCHOOL DISTRICT NO. 8's teacher and administrative evaluation processes, and includes the following characteristics:

- a focus on the relationship between professional performance and its impact on educational outcomes;
- evaluation of education specialist performance based on analysis of data from multiple sources;
- observations and reviews of practice that promote professional growth,
- a support system for providing assistance when needed

The Education Specialist Evaluation Plan is differentiated to address differences in the roles and responsibilities between those specialists who are based in schools and districts and those who provide services to a range of customers and districts. The processes and components for the two categories of specialists are as follows:

The annual evaluation process for an education specialist will at least include, but not be limited to, the following steps, in order:

PROCESS AND TIMELINE-

1. Orientation – by October 1:

2. To begin the annual evaluation process, evaluators meet with education specialists, in groups and/or individually, to discuss the evaluation process and their roles and responsibilities within it. In this meeting, they will review and discuss the following:
 - a. REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum for Education Specialists*.
 - b. REGIONAL SCHOOL DISTRICT NO. 8 agency priorities that should be reflected in specialists' performance and practice goals.
 - c. SMART goals related to learner outcomes.
 - d. Data regarding whole-school indicators of student learning (for specialists assigned to schools) or data related to Results-Based

Accountability questions (for specialists responsible for providing agency services to a range of customers), .

- e. Self-assessment processes and purposes.
- f. Data collection, including types of data and processes for collection and analysis.
- g. Access to the online evaluation system (My Learning Plan-OASYS)

3. Goal-setting Conference – by November 1:

- *Education Specialist Reflection*—In advance of the Goal Setting Conference, the education specialist will examine data related to current students' needs and performance data (including, but not limited to: data from various criterion- and norm-referenced assessments, IEPs, etc.), prior year evaluation and survey results, previous professional learning goals, and the professional standards for their area of practice and REGIONAL SCHOOL DISTRICT NO. 8's Performance and Practice Continuum. The educational specialists will draft the following goals, specific to their assignments:

For education specialists assigned to schools and/or districts:

1. **one SMART goal** to address student outcome and achievement objectives for those specialists with student caseloads, which will comprise 45% of the education specialist summative evaluation;
2. **one professional practice goal**, based on data from education specialist reflection and evaluator observations, which will comprise 40% of their evaluation;
3. **one goal for improving outcomes based on data from parent feedback**, determined by the school administrator, for which specialists will indicate their strategies for achieving this school-wide goal, which will comprise 10% of their evaluation; and
4. **one goal based on whole school indicators of student learning** for the school year, which will comprise 5% of their evaluation. The education specialist may collaborate with other educators or teams to support the goal-setting process.

For education specialists not assigned to schools or specific students:

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1. **one SMART goal** to address an objective related to the provision of services in their field that will be related to helping schools and districts improve student outcomes. This SMART goal will be based on REGIONAL SCHOOL DISTRICT NO. 8's Results-Based Accountability (RBA) model. The RBA-based goals will use data from the previous year's responses to the REGIONAL SCHOOL DISTRICT NO. 8's RBA questions (where available):

- i. How much did we do?
- ii. How well did we do it?
- iii. What difference did it make?

Goals will reflect targets for growth, which will be used in summative evaluations. This component will comprise 45% of their evaluation.

2. **one professional practice goal**, based on data from education specialist reflection and evaluator observations, which will comprise 40% of their evaluation; and

3. **one goal related to REGIONAL SCHOOL DISTRICT NO. 8 agency objectives, based on customer feedback surveys**, aligned with those related to the appropriate REGIONAL SCHOOL DISTRICT NO. 8 division Director's goals, which shall comprise 10% of their evaluation.

4. **one goal related to a division-level goal at REGIONAL SCHOOL DISTRICT NO. 8**, established by the appropriate REGIONAL SCHOOL DISTRICT NO. 8 Director, which will comprise 5% of their evaluation

- *Goal-setting conference* – No later than November 1st of the school year, the evaluator and education specialist will meet to discuss the specialist's proposed goals in order to arrive at mutual agreement about them. The goals for the year must be informed by data and evidence collected by the specialist **and** evaluator about the specialist's practice. The evaluator collects evidence about specialist practice to support the review and may request revisions to the proposed goals and objectives if they do not meet approval criteria.
- In year one of the implementation of the new year program, education specialists will be encouraged to set one year goals related to professional learning and practice. At the end of year one, specialists may choose to set multi-year goals.

Example of data that may be included in the goal-setting conference:

Education Specialist	Evaluator
<ul style="list-style-type: none"> • Specialist Products or Artifacts 	<ul style="list-style-type: none"> • Standardized and Non-

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<ul style="list-style-type: none"> • Data on Learning or Achievement of Learners • Lesson, intervention, treatment, or customer action plans and records • Artifacts from work of Learners • Client Communication Logs • Data Team Minutes • Journals/notes documenting reflections on practice • Schedule of meetings/conferences • Survey Data • RBA question responses, with data 	<p>Standardized Data (based on the education specialist’s role and caseload)</p> <ul style="list-style-type: none"> • School- , District- or Agency-Level Data • Observation data based on <i>CCT Performance and Practice Continuum</i> and professional standards documents
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- **Observations of practice (by November 30, January 30, and April 30)**
 - Evaluators will observe education specialists’ practice in formal and informal in-class observations or non-classroom reviews of practice throughout the school year, with the frequency schedule based on the year of implementation of the plan or the specialist’s previous year’s summative evaluation rating, where available.

- **Evidence collection and review (throughout school year):**
 - The education specialist collects evidence about his/her practice and outcomes related to the SMART goal that is relevant to the agreed-upon professional goals. The evaluator also collects evidence about specialist practice for discussion in the interim conference and summative review.

- **Interim Conference/Mid-year Check-Ins (by February 15; April 15 to accommodate second semester in high school) :**

The evaluator and specialist will hold at least one mid-year conference. The conference should focus on processes and progress toward meeting the goals established in the goal-setting conference. Both the specialist and the evaluator will bring evidence about practice, learning and/or outcomes data to be reviewed at this conference. During this conference, the specialist and evaluator will discuss the cause and effect relationship of practice to outcomes data, e.g. – how practice positively impacted student achievement, how practice affected agency-related outcomes. The conference will allow both the specialist and evaluator to make explicit connections between the practice and practice component and the SMART

goal component of the evaluation program. If necessary, specialists and evaluators may mutually agree to revisions to strategies or approaches used and/or mid-year adjustment of SMART goals to accommodate changes (e.g., student populations, assignment). They also discuss actions that the specialist can take and support the evaluator can provide to promote the specialist's growth in his/her development areas.

- **End-of-year summative review (by June 10):**

- *Education specialist self-assessment* - The specialist reviews and reflects on all information and data collected during the year related to the goals and completes a self-assessment for review by the evaluator. This self-assessment may focus specifically on the areas for development established in the goal-setting conference.
- *End-of-year conference* - The evaluator and the education specialist meet to discuss all evidence collected to date. Following the conference, the evaluator assigns a summative rating and generates a summary report of the evaluation before the end of the school year.
- *Rating*—The evaluator reviews submitted evidence, self-assessments, and observation data to generate category and focus area ratings. The category ratings generate the final, summative rating.

Summative rating revisions (by August 15)

For those specialists assigned to schools/districts: After all data, including state test data, are available, the evaluator may adjust the summative rating for education specialist who have students who participate in state testing and who are directly responsible for designing instruction. If the state test data may have a significant impact on a final rating. A final rating may be revised when state test data are available, before August 15 of a school year.

COMPONENTS OF EDUCATION SPECIALIST EVALUATION*

* Components of education specialists' evaluation will reflect the instructions for corresponding categories in the Teacher Evaluation Plan.

For Education Specialists directly responsible for student outcomes and assigned to schools:

CATEGORY 1: STUDENT OUTCOMES AND ACHIEVEMENT (45%)

One SMART goal, addressing student outcome and achievement objectives for those specialists with student caseloads, which will comprise 45% of the education specialist summative evaluation;

Forty-five percent (45%) of a specialist's evaluation will be based on achievement of student learning outcomes defined by specialist-created SMART Goals that are aligned with to both standardized and non-standardized measures. Education specialists are required to develop **one SMART goal** related to the growth and development of student assigned to their caseloads.

- *Standardized SMART GOAL (comprises 45% of specialist's evaluation rating).*
- Specialists may also base the standardized SMART goal on other standardized, norm- or criterion-referenced tests, where applicable and available.
- *Non-standardized SMART goal (comprises 45% of specialist's evaluation rating):* Sources for the development of SMART goals based on non-standardized indicators may include:
 - Benchmark assessments of student achievement of school-wide Expectations for Student Learning, measured by analytic rubrics.
 - Other curricular assessments.
 - Student portfolios of examples of work in content areas, collected over time and reviewed annually.
- SMART goals for all personnel must demonstrate alignment with school-wide student achievement priorities

Goal Setting

REGIONAL SCHOOL DISTRICT NO. 8 specialist's SMART goals address the learning needs of their students and are aligned to the specialist's assignment and, where applicable, to IEP goals and objectives. The student outcome related indicators will be written to meet SMART goal criteria, i.e. Specific, Measurable, Attainable, Relevant, and Time-Bound. Education specialists will write one (1) SMART goal that will address targeted areas for student growth and/or achievement.

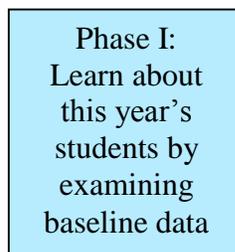
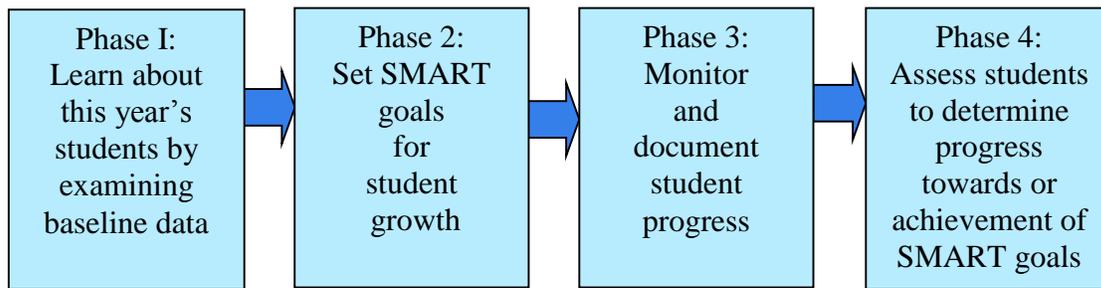
Each SMART goal will:

1. take into account the academic records and overall needs and strengths of the students assigned to the education specialist that year/semester.
2. address the most important purposes of a specialist's assignment through self-reflection.
3. align with school, district, and state student achievement objectives.
4. take into account students' learning needs vis-à-vis relevant baseline data.
5. consider Public School Information System (PSIS) factors.
6. be mutually agreed upon by specialist and their evaluator.
7. be fair, valid, reliable and useful to the greatest extent possible.

SMART Goals and Student Progress

The following diagram illustrates the processes involved in establishing and assessing SMART goals for student learning.

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To write meaningful and relevant SMART goals that align to the specialist's assignment and result from a thorough knowledge of their students, data analysis is required.

Examples of data that specialists will be required to analyze are:

1. Student outcome data (academic, IEPs)
2. Behavior data (absences, referrals, IEPs, etc.)
3. Program data (interventions, participation in programs, etc.)
4. Perceptual data (learning inventories, anecdotal)

Specialists must learn as much as they can about the students they teach, be able to document baseline data that they have used to determine their instructional focus and be able to write SMART goals on which they will, in part, be evaluated.

Analysis of these initial pieces of data on incoming students for the year should be completed by mid-September of the academic year.

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Phase 2:
Set SMART goals
for
student
growth

Each specialist will write ONR SMART goal.

Each SMART goal should make clear (1) what evidence was or will be examined, (2) what level of performance is targeted, and (3) what proportion of students is projected to achieve the targeted performance level. It is through the Phase I examination of student data that specialists will determine what level of performance to target for which students.

Education specialists will submit their SMART goal to their evaluator for review and approval. The review and approval process of the SMART goal will take place during the Goal-Setting conference, on or before November 1. Evaluators will review and approve the SMART goals based on the following criteria, to ensure they are as fair, reliable, valid, and useful to the greatest possible extent:

- **Priority of Content-**: SMART goal is deeply relevant to the education specialist's assignment and address a large proportion of his/her students.
- **Rigor of SMART goal**: SMART goal is obtainable, but ambitious, and represents at least one year's student growth (or appropriate growth for a shorter interval of instruction).
- **Analysis of Student Outcome Data**: SMART goal provides specific, measurable evidence of student outcome data analysis and demonstrates knowledge about students' growth and development.

Phase 3:
Monitor and
document
student
progress

Once SMART goals are approved, specialists must monitor students' progress toward achieving student learning SMART goals.

Specialists may monitor and document student progress through:

1. Examination of student work
2. Administration of various assessments
3. Tracking of students' accomplishments and struggles

Specialists may choose to share their interim findings with teaching colleagues during collaborative time. They may also wish to keep their evaluator apprised of progress. Artifacts related to the specialist's monitoring practices can be reviewed and discussed during the Mid-Year Conference.

Interim Conferences - Mid-year check-ins:

Education specialists and teachers will review progress toward the goals/objectives at least once during the school year, using available information and data collected on student progress. This review may result in revisions to the instructional strategies or approaches specialists use. Specialists and evaluators may mutually agree to mid-year adjustments to SMART goals to accommodate changes (e.g., student populations, assignment). The Mid-Year Conference will take place by February 15 of the academic year (or April 15 for second semester courses in high school).

Phase 4:
Assess students to
determine progress
towards or
achievement of
SMART goals

End-of-year review of SMART goals/ Student Outcomes and Achievement:

Education Specialist Self-Assessment – The specialist reviews all information and data collected during the year and completes a self-assessment for review by the evaluator. Specialists will reflect on the SMART goal by responding to the following four statements:

1. Describe the results and provide evidence for each indicator.
2. Describe what you did that produced these results.
3. Provide your overall assessment of whether the goal was met.
4. Describe what you learned and how you will use that information going forward.

End of Year Conference – The specialist will collect evidence of student progress toward meeting the student learning goal/objectives. This evidence will reflect student progress toward meeting SMART goal for learning. The evidence will be submitted to the evaluator, and the specialist and evaluator will discuss the extent to which the students met the learning goals/objectives. Following the conference, the evaluator will rate the extent of student progress toward meeting the student learning goals/objectives, based on criteria for the 4 performance level designations shown in the table below. If state test data may have a significant impact on a final rating, a final rating may be revised before August 15 when state test data are available.

Evaluators will review the evidence and the specialist’s self-assessment and assign one of four ratings to each SMART goal: Exceeded (4 points), Met (3 points), Partially Met (2 points), or Did Not Meet (1 point). These ratings are defined as follows:

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Exceeded (4)	Exceeded SMART goal(s) by 10% margin or higher.
Met (3)	Met the SMART goal(s).
Partially Met (2)	Did not meet the SMART goal(s) by 10% margin.
Did Not Meet (1)	Did not meet the SMART goals by 11% or greater.

To arrive at a rating for each SMART goal, the evaluator will review the results from data collected as a body of evidence regarding the accomplishment of the goal and score the achievement of the SMART goals holistically.

The final rating for Category 1: Student Outcomes and Achievement rating for a teacher is the average of their two SMART goal scores. For example, if one SMART goal was Partially Met, for 2 points, and the other SMART goal was Met, for 3 points, the student growth and development rating would be 2.5 $[(2+3)/2]$. The individual SMART goal ratings and final Student Outcomes and Achievement rating will be shared and discussed with specialists during the End-of-Year Conference.

NOTE: For SMART goals that include an assessment based on state standardized tests, results may not be available in time to score the SMART goal prior to the June 30 deadline. If this is the case, the specialist's student growth and development rating will be based only on the results of the SMART goal that is based on non-standardized indicators.

Training for Education Specialists and Evaluators

Specific training will be provided to develop evaluators' and specialist's data literacy and creation of the SMART goal by which specialists will be evaluated. A full day training session will support and/or enhance the abilities and skills of each specialist to communicate their goal for student learning outcomes and achievement. The content of the training will include, but not be limited to:

SMART Goal Criteria: Specific, Measurable, Attainable, Relevant, Time-Bound

- Data Literacy as it relates to: Analyzing and Interpreting Assessment Data, Understanding Root Cause, and Decision-Making based on Inferences

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- Quality of measures and indicators used to determine student growth
- Alignment of SMART goals to school and/or district goals
- Writing plans that articulate the strategies and progress monitoring tools teachers will implement to achieve their SMART goals

All specialists and evaluators will be required to attend this training to ensure a standardized approach to the documentation of student learning outcomes and achievement. Should additional training be needed, it will be decided on a case-by-case basis at the school or individual level.

CATEGORY 2: PROFESSIONAL PRACTICE (40%)

A professional practice goal, based on data from education specialist reflection and evaluator observations, will comprise 40% of their evaluation

REGIONAL SCHOOL DISTRICT NO. 8's CCT Performance and Practice Continuum

REGIONAL SCHOOL DISTRICT NO. 8's observation instrument for the Professional Learning and Evaluation Program has been developed to align with Connecticut's Common Core of Teaching (CCT) and to reflect the content of its domains and indicators. The CCT has defined for Connecticut's educators key aspects of effective teaching, correlated with student learning and achievement, that have been evidenced in professional literature.

REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*, which observers will use in conducting teacher and education specialist observations and reviews of practice, was developed by teams of educators (including teachers, building-level administrators, central office administrators, and professional developers), who reviewed the six domains and 46 indicators that comprise the CCT, relevant research on effective instructional practices that improve student learning and achievement, and other models for observation of professional teaching practice (Danielson, 2011; Marshall, 2011; Marzano, et al., 2011). The *CCT Continuum* represent a distillation of each of these resources to essential elements, crucial to effective practice, that can be observed and applied in appraisals of teachers. and education specialists

The *CCT Continuum* has also been adapted for use in observation of the professional practice of education specialists. This adapted version addresses several principles where there are essential components of effective education specialist performance and practice. These principles are explicitly embedded in the adapted *Continuum* as observable

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practices, and specialists and evaluators are required to reflect on these practice during pre- and post-observation conferences and self evaluations. The overarching principles of REGIONAL SCHOOL DISTRICT NO. 8's Performance and Practice Continuum are:

- *Diversity* as enrichment of educational opportunities for all students;
- *Differentiation* as a necessity for success and equal opportunities for all students;
- Purposeful use of *technology* as access to learning for all students;
- *Collaboration* as essential to producing high levels of learning for all students;
- *Data collection and analysis* as essential to informing effective planning, instruction, and assessment practices that enhance student learning;
- *Professional learning* as integral to improved student outcomes.

Key attributes of education specialist performance and practice outlined in the CCT are reflected in the descriptors of the Indicators within REGIONAL SCHOOL DISTRICT NO. 8's *CCT Continuum for Education Specialists*, so that evaluators and specialists may understand how these attributes apply in practice, observations, and evaluation. Education specialists lesson plans, interventions, action plans, and associated documentation, pre-observation, post-observation, and specialist self-reflection forms and related conversations, as well as reviews of practice, such as communication with families, collaboration with colleagues, participation in data teams, professional learning presentations by faculty members, participation in mentoring, instructional rounds, PPTs and action research, all provide rich data related to the CCT standards and the effectiveness of education specialists' performance and practice.

In employing the CCT as its foundation, REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum for Education Specialists* maintains consistency with REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum* that is employed in teacher evaluation. Both versions of REGIONAL SCHOOL DISTRICT NO. 8's *Continuum* rely on rich professional discussion about and reflection on professional practice to advance educator effectiveness and student learning. Therefore, consistency among professional language and concepts regarding instructional practices makes it possible for all educators to acquire common understandings and language about teaching and learning, with the intent of enriching collaboration, communication, and community to pave the way for school improvement and success for all students.

Data-Informed Observation of Education Specialist Performance and Practice (40%)

Education Specialist Goal Setting for Performance and Practice

In preparation for instructional planning and Goal-Setting Conferences with evaluators, specialists will analyze their student data and use the *CCT Continuum* to reflect on their own practices and their impact on student performance. Based on that reflection, specialists will develop a performance and practice goal to guide their own professional learning and improvements in practice that will ultimately promote student growth and achievement of student outcome goals. Education specialist practice goals will not be evaluated, but should result in improvements in specialist knowledge and skills which will be evidenced in observations of performance and practice.

Data Gathering Process

REGIONAL SCHOOL DISTRICT NO. 8 evaluators will use the *CCT Continuum* to guide data collection from three sources: conferences with specialists, classroom observations and reviews of practice.

Over the course of the school year, evaluators will gather evidence for all Indicators and Domains of the *CCT Continuum* which will allow specialists to demonstrate: the context for their work; their ability to improve student learning and/or performance and outcomes; their ability to engage in reflective practice to improve their own knowledge and skills; how they exercise leadership skills within their classrooms, schools and district.

Observation of Education Specialist Practice

Observations, both formal and informal, provide valuable information to all professional staff about instructional practice. Data collected through observations allow school leaders to understand more about the nature of learning and instruction in our schools, and feedback from observation provides individual educators with insights regarding the impact of their management, planning, instruction, and assessment practices on student growth. Annually, evaluators will engage in professional learning opportunities, including online options and collaborative sessions, that will develop their skills in effective observation, providing meaningful, useful feedback, and engaging in productive professional conversations with educators.

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SOURCES OF DATA	EXAMPLES OF DATA	IMPORTANCE OF DATA
Conferences	Data related to all 6 domains <ul style="list-style-type: none"> • Conversation and artifacts that reveal the specialist has an understanding of, content, students, strategies, and use of data • Specialist use of data to inform instruction, analyze student performance and set appropriate goals 	<ul style="list-style-type: none"> • Provides opportunities for specialists to demonstrate cause and effect thinking. • Provides opportunities for evaluator learning in content; systems effectiveness; priorities for professional learning • Provides context for observations and evaluation
Observations	Data related to Domains 2-5 <ul style="list-style-type: none"> • Specialist-student, student-student conversations, interactions, activities related to learning goals 	<ul style="list-style-type: none"> • Provides evidence of specialist’s ability to improve student learning and promote growth
Non-classroom reviews of practice Documentation Log	Data related to Domain 6 <ol style="list-style-type: none"> 6. Specialist reflection, as evidenced in pre- and post-conference data. 7. Engagement in professional development opportunities, involvement in action research. 8. Collaboration with colleagues 9. Specialist-family interactions 10. Ethical decisions 	<ul style="list-style-type: none"> • Provides evidence of specialist as learner, as reflective practitioner and teacher as leader.

Evaluators and instructional leaders use a combination of formal and informal, announced and unannounced observations to:

1. Gather evidence of and facilitate professional conversation regarding the quality of educator practice;
2. Provide constructive oral and written feedback of observations that is timely and useful for educators;
3. Provide information for the on-going calibration of evaluators and evaluation practices in the district.

Administrators may differentiate the number of observations based on experience, prior ratings, needs and goals of individual education specialists.

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In addition to formal conferences for goal-setting and performance review and formal observations, informal observations of education specialists by evaluators will occur periodically. Observations are for the purpose of helping specialists to gain insights about their professional practice and its impact on student learning. Formal and informal observation of teachers is considered a normal part of the evaluator's job responsibilities. More importantly, observation is essential for establishing a culture of continuous learning for educators and for understanding the nature, scope and quality of student learning in a school as a whole. In addition to in-class observations, where applicable, non-classroom reviews of practice will be conducted. Examples of non-classroom observations or reviews of practice include but are not limited to: observations of data team meetings, observations of coaching/mentoring other teachers, review of plans or other artifacts. The Professional Learning and Evaluation Program also establishes opportunities for specialists to participate in informal, non-evaluative observations of practice for the following purposes: to enhance awareness of teaching and learning practices in our schools; to create opportunities for problem-based professional learning projects and action research to improve student learning; and to enhance collaboration among educators and administrators in advancing the vision and mission of their schools.

- In year one of the Plan implementation, all education specialists will receive at three formal observations. Each of the three observations will include a pre-conference and a post-conference with timely written and verbal feedback. One informal unannounced observation or review of practice will be conducted for all specialists.
- Education Specialists who receive a performance evaluation designation of below standard or developing shall receive a number of observations appropriate to their individual development plan, but no fewer than three formal observations. Each of the three observations will include a pre-conference and a post-conference with timely written and verbal feedback.
- Specialists who receive a performance evaluation designation of proficient or exemplary will receive a combination of at least three observations/reviews of practice, one of which must be a formal observation. The exact combination shall be mutually agreed upon by the specialist and evaluator at the beginning of the evaluation process.

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OBSERVATION SCHEDULE

PERFORMANCE DESIGNATION	NUMBER OF OBSERVATIONS	CONFERENCING AND FEEDBACK
<i>FIRST YEAR OF PROGRAM IMPLEMENTATION</i>		
All Education Specialists	Three formal observations	All must have pre-conferences, all must have post-conferences.
	One informal unannounced observation	Feedback will be verbal and/or written.
	At least one review of practice, with a mutually agreed upon area of practice	
<i>SECOND YEAR OF PROGRAM IMPLEMENTATION AND BEYOND</i>		
1st and 2nd Year Specialists Teachers Designated Below Standard or Developing New REGIONAL SCHOOL DISTRICT NO. 8 Employees	3 formal observations	All must have pre-conferences, all must have post-conferences.
	One informal unannounced observation	Feedback will be verbal and/or written.
	At least one review of practice, on a mutually agreed upon area of practice	
Teachers with Three or More years and designated as Proficient or Exemplary	One formal observation	Observation must have pre and post- conferences.
	Two reviews of practice, with a mutually agreed upon area of practice	Feedback for review of practice will be verbal and/or written.

Evaluation Ratings for Performance and Practice

Evaluation ratings will be assigned at the end of each school year. After gathering and analyzing evidence for all Indicators within each of the Domains 2-6, evaluators will use the CCT Continuum to initially assign ratings of Below Standard, Developing, Proficient or Exemplary. Ratings will be made at the Domain level only.

Once Domain ratings have been assigned, evaluators will use the *Rating Guidelines for Observation of Education Specialist Performance and Practice* to assign a rating.

Ratings Guidelines for Observation of Education Specialist Performance and Practice	
Rating	Criteria
Exemplary	Minimum of three exemplary ratings and no ratings below proficient
Proficient	Minimum of three proficient ratings and no rating below standard
Developing	Minimum of 2 proficient ratings and not more than one rating below standard
Below Standard	Two or more ratings below standard

EVALUATOR TRAINING AND PROFICIENCY

Formal observations of classroom practice are guided by the Domains and indicators of REGIONAL SCHOOL DISTRICT NO. 8's *CCT Performance and Practice Continuum*. Evaluators participate in extensive training and are required to be proficient in the use of the *Continuum* for educator evaluation. Training is conducted annually (at a minimum) to ensure consistency, compliance, and high-quality application of the *Continuum* in observations and evaluation. Formal observations include pre- and post-conferences that provide opportunities for deep professional conversations that allow evaluators and educators to set goals, allow administrators to gain insight into the educator's progress in addressing issues and working toward their goals, and share evidence each has gathered during the year.

In the first year of implementation of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program, all evaluators will be required to participate in six days of initial training and successfully complete online proficiency activities. Evaluators will also attend two additional support sessions during the school year. To ensure consistency and fairness in the evaluation process, all evaluators must meet the proficiency standard prior to conducting teacher observations. Components will include the following:

1. Three days of face-to-face training that will focus on:
 - using the CCT Performance and Practice Continuum for data collection, analysis and evaluation
 - introducing participants to the online practice and proficiency system.
2. One day of online practice to be completed independently or as a collaborative learning activity at the school or district level
3. One day of on-line proficiency comprised of two proficiency activities requiring evaluators to demonstrate their ability to: recognize bias; identify evidence from classroom observations, conferences and non-classroom reviews of practice that is appropriate to specific *CCT Performance and Practice Continuum* Indicators and Domains; gather and analyze a comprehensive set of data to assign appropriate ratings at the Domain level.
4. One day of follow-up face-to-face training to:
 - enhance evaluator conferencing and feedback skills

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- debrief on proficiency as needed

In the first year of implementation, evaluators will also participate in two support sessions during the school year:

5. Two-hour facilitated conversation in preparation for Mid Year Conferences
6. Two-hour facilitated conversation in preparation for End of Year Conferences

After the first year of implementation, all evaluators new to REGIONAL SCHOOL DISTRICT NO. 8 will be required to participate in the training, proficiency and supports sessions described above.

All REGIONAL SCHOOL DISTRICT NO. 8 evaluators will be required to demonstrate proficiency in the use of the CCT Continuum for educator evaluation bi-annually. Any evaluator who does not initially demonstrate proficiency will be provided with additional practice and coaching opportunities as needed and will be required to successfully complete online proficiency activities. In the second year of proficiency, evaluators will be required to calibrate their ability to appropriately apply the CCT Continuum by participating in district update/calibration sessions.

CATEGORY 3. PARENT FEEDBACK (10%)

Ten percent (10%) of a specialist's evaluation shall be based on parent feedback, including data from surveys and may also include focus group data.

REGIONAL SCHOOL DISTRICT NO. 8 schools strive to meet the needs of all of the students all of the time. To gain insight into what parents perceive about our ability to accomplish this, a school-wide parent survey will be used. The survey instrument to be used was developed by Victoria Bernhardt, *Education for the Future*, Executive Director. The surveys, used both nationally and internationally, have been subjected to a rigorous vetting process that has found them to be fair, reliable, valid, and useful. The REGIONAL SCHOOL DISTRICT NO. 8 Administrators will be consulted regarding the use of the appropriate survey tool.

Using an *Education for the Future* Parent Survey, administered on-line and that allows for anonymous responses, all REGIONAL SCHOOL DISTRICT NO. 8 schools will collect and analyze parent feedback data that will be used for continuous improvement. Surveys will be administered one time per year, in March. The March survey data will be used by teachers as baseline data for the following academic year. Analysis of survey data will be

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conducted on a school-wide basis, with all certified staff engaged in the analysis, and result in one school-wide goal to which all certified staff will be held accountable.

Once the school-wide parent feedback goal has been determined by the school, teachers will identify the strategies they will implement to achieve the school-wide goal.

Examples of surveys, developed by *Education for the Future*, that will be used by REGIONAL SCHOOL DISTRICT NO. 8 are attached in the Appendix .

CATEGORY 4. WHOLE-SCHOOL STUDENT LEARNING INDICATORS (5%)

Five percent (5%) of a specialist's evaluation shall be based on whole-school student learning indicators or student feedback.

REGIONAL SCHOOL DISTRICT NO. 8 schools will define and communicate a Whole School Learning Indicator that is based on the school performance index (SPI) to which all certified staff will be held accountable. Certified staff will be asked to articulate in writing how they will, through their instructional practice, contribute to the achievement of the Whole School Learning Indicator.

Teachers' efforts and actions taken towards achievement of the Whole School Learning Indicator will be discussed during the pre-, mid-year, and post-conferences. Teachers will be expected to bring artifacts from their practice that support and provide evidence of their contributions to the attainment of this indicator.

For education specialists not assigned to schools or specific students:

CATEGORY 1: SERVICES PROVIDED (45%)

Two SMART goals to address a target related to the provision of services in their field that will be related to helping schools and districts improve student outcomes.

- SMART Goals and subsequent evaluation of progress in this area will be developed to address REGIONAL SCHOOL DISTRICT NO. 8's Results-Based Accountability Model (RBA):

CATEGORY 2: PROFESSIONAL PRACTICE (40%)

One professional practice goal, based on data from education specialist reflection and evaluator observations.

CATEGORY 3: AGENCY-WIDE GOAL (20%)

One goal related to REGIONAL SCHOOL DISTRICT NO. 8 agency objectives, aligned with those of the appropriate REGIONAL SCHOOL DISTRICT NO. 8 division Director.

SUMMATIVE EDUCATION SPECIALIST EVALUATION RATING:

Each education specialist will receive an annual summative rating in one of four levels:

1. ***Exemplary*** – Substantially exceeding indicators of performance
2. ***Proficient*** – Meeting indicators of performance
3. ***Developing*** – Meeting some indicators of performance but not others
4. ***Below standard*** – Not meeting indicators of performance

Exemplary ratings are reserved for performance that significantly exceeds proficiency and could serve as a model for education specialists district-wide or even statewide. Few education specialists are expected to demonstrate *exemplary* performance on more than a small number of indicators.

Proficient represents fully satisfactory performance. It is the rigorous standard expected for experienced teachers.

A rating of *developing* means that performance is meeting proficiency in some indicators but not others. Improvement is necessary and expected.

A rating of *below standard* indicates performance that is below proficient on all components or unacceptably low on one or more indicators.

Determining Summative Ratings

The process for determining summative evaluation ratings has three steps: (a) determining a practice rating, (b) determining an outcomes rating and (c) combining the two into an overall rating.

A. PRACTICE: Education Specialists Performance & Practice (40%) + Parent Feedback (10%) = 50%

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The practice rating derives from a specialist’s performance on the five domains of the CCT Performance and Practice Continuum and the parent feedback target. Evaluators record a rating for the domains that generates an overall rating for specialist practice. The Parent Feedback rating is combined with the Education Specialist Practice rating and the evaluator uses the matrix to determine an overall Education Specialist Performance & Practice Rating.

B. OUTCOMES: Student Outcome & Achievement (45%) + Whole-School Student Learning Indicators (5%) = 50%

The outcomes rating derives from the two student outcome & achievement measures – 2 SMART goals – and whole-school learning indicators outcomes. As shown in the Summative Rating Form, evaluators record a rating for the SMART goals agreed to in the beginning of the year. The Whole-School Student Learning Indicator Rating is combined with the SMART goals rating and the evaluator uses the matrix to determine an overall Outcomes Rating

C. FINAL SUMMATIVE: Practice (50%) + Outcomes (50%) = 100%

The Summative rating combines the practice and outcomes ratings using the matrix below.

<i>Education Specialist Practice Rating</i>					
		<i>Exemplary</i>	<i>Proficient</i>	<i>Developing</i>	<i>Below Standard</i>
<i>Education Specialist Outcomes Rating</i>	<i>Exemplary</i>	<i>Exemplary</i>	<i>Exemplary</i>	<i>Proficient</i>	<i>Developing</i>
	<i>Proficient</i>	<i>Exemplary</i>	<i>Proficient</i>	<i>Proficient</i>	<i>Below Standard</i>
	<i>Developing</i>	<i>Proficient</i>	<i>Developing</i>	<i>Developing</i>	<i>Below Standard</i>

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	<i>Below Standard</i>	<i>Developing</i>	<i>Developing</i>	<i>Below Standard</i>	<i>Below Standard</i>
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In accordance with The CT Guidelines for Educator Evaluation, REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Plan employs a 4-level matrix rating system, as follows:

1. Annual summative evaluations must provide each education specialist with a summative rating aligned to one of four performance evaluation designations: Exemplary, Proficient, Developing and Below Standard.
2. In order to determine summative rating designations for each education specialist, REGIONAL SCHOOL DISTRICT NO. 8 evaluators will:
 - B. Rate specialist's performance in each of the four Categories:
 1. Student Outcomes and Achievement;
 2. Observations of Performance and Practice;
 3. Parent Feedback, and
 4. Whole-School Student Learning Indicators.
 - C. Combine the Student Outcomes and Achievement (Category 1, above) and Whole-School Student Learning Indicator rating(Category 4, above) into a single rating, taking into account their relative weights. This will represent an overall "**Outcomes Rating**" of Exemplary, Proficient, Developing, or Below Standard.
 - D. Combine the Observations of Performance and Practice rating (Category 2, above) and the Parent Feedback rating (Category 3, above) into a single rating, taking into account their relative weights; this will represent an overall "**Practice Rating**" of Exemplary, Proficient, Developing, or Below Standard.
 - E. Combine the **Outcomes Rating** and **Practice Rating** into a **final rating**. In undertaking this step, education specialists will be assigned a summative rating category of **Exemplary, Proficient, Developing, or Below Standard**. See Appendix C of this document for example.

EDUCATION SPECIALISTS PROFESSIONAL ASSISTANCE AND SUPPORT PLAN (PASS)

(INDIVIDUAL IMPROVEMENT AND REMEDIATION PLAN)

Education specialists who receive a summative evaluation rating of “Developing” or “Below Standard” will be required to work with their evaluator (or designated PASS Administrator Performance Remediation Plan Developer) to design an administrator performance remediation plan. The plan will be created within 30 days after the completion of the summative evaluation rating conference. The education specialist’s performance remediation plan will identify areas of needed improvement and include supports that REGIONAL SCHOOL DISTRICT NO. 8 will provide to address the performance areas identified as needing improvement. After the development of the PASS Education Specialist Performance Remediation plan, the specialist and evaluator will collaborate to determine the target completion date. The Specialist must receive a summative evaluation rating of “Proficient” within a year of the development of his/her PASS Administrator Performance Remediation Plan.

The plan must include the following components:

1. *Areas of Improvement*: Identify area of needed improvement
2. *Rationale for Areas of Improvement*: Evidence from observations that show an area needing improvement.
3. *Performance Expectation*: List performance expectation rated “developing” or “below standard”
4. *Indicators for Effective Leading*: Identify exemplar practices in the area identified as needing improvement
5. *Improvement Strategies to be Implemented*: Provide strategies the specialist can implement to show improvement in performance expectations rated “developing” or “below standard”
6. *Tasks to Complete*: Specific tasks the specialist will complete that will improve the performance expectation.
7. *Support and Resources*: List of supports and resources the specialist can use to improve, e.g. professional learning opportunities, peer observation, colleague mentor, books, etc.
8. *Indicators of Progress*: How the specialist will show progress towards proficient/exemplar in domain through observations, data, evidence, etc.

The plan will be designed and written in a collaborative manner, which focused on the development of a professional learning community supporting colleagues within this level.

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

The education specialist and evaluator will sign the plan. Copies will be distributed to all those who will be involved in the implementation of the plan as well as the Superintendent. The contents of the plan will be confidential.

For educators rated Exemplary, the following career development and professional growth opportunities would be available: observation of peers; mentoring/coaching early-career educators or educators new to REGIONAL SCHOOL DISTRICT NO. 8; participating in development of educator Professional Assistance and Support System plans for peers whose performance is developing or below standard; leading Professional Learning Communities for their peers; and, targeted professional development based on areas of need.

**LINKING EVALUATION AND PROFESSIONAL
LEARNING**

EVALUATION-BASED PROFESSIONAL LEARNING

As our core values indicate, REGIONAL SCHOOL DISTRICT NO. 8 believes that the primary purpose for professional learning is school improvement as measured by the success of every student. We also believe that professional learning must focus on creating meaningful experiences for all staff members. Designing evaluation-based professional learning is a dynamic process. Working with program goals and data from the educator evaluation process, professional learning is planned to strengthen instruction around identified student growth needs or other areas of identified educator needs.

We recognize that educators as well as students learn in different ways and have different learning needs at different points in their career. Effective professional learning, therefore, must be highly personalized and provide for a variety of experiences, including learning teams, study groups, individual study, etc. as well as opportunities for conducting research and collaborating with colleagues on content-based pedagogical activities.

REGIONAL SCHOOL DISTRICT NO. 8's evaluation-based professional learning design has as its foundation the Standards for Professional Learning (Learning Forward, 2011). Each of the tenets of REGIONAL SCHOOL DISTRICT NO. 8's Professional Learning and Evaluation Program is aligned with at least one, and often several, of the seven Standards for Professional Learning, as follows.

TENETS OF THE REGIONAL SCHOOL DISTRICT NO. 8 PLAN: ALIGNING STANDARDS AND PROCESSES:

- ***Evaluation is an educator-centered process:*** We believe that, for evaluation to improve professional practice, it is essential to “make evaluation a task managed by an educator, and not a thing done to a worker” (Peterson, 2000, p. 5).
 - Educator reflection on aspects of their instructional practice and its effect on student achievement, on other facets of responsibility to the school community, and on their professional contributions to their field is critical to improved practice for both veteran and novice educators. [*Standards: Learning Communities; Data; Outcomes*]
 - Educator self-reflection represents the initiation and culmination of the cycle of professional praxis and procedures for evaluation.
 - Educators collect and assemble relevant data related to student outcomes and their professional contributions, and determine how their data can be used in evaluation.

- ***Organizational culture matters:*** The framework and outcomes of systems for the evaluation of educators must reflect an understanding of the culture of schools as learning organizations (see Schein, 2010; Senge, 2012).
 - It is vitally important to examine the core beliefs that underpin organizational processes such as professional learning and evaluation, as well as teachers' and administrators' perception of their roles and effectiveness, to effect positive changes in student learning, growth, and achievement. Further, it is important to evolve the role of principals and administrators from the sole judges and evaluators of educators and teaching to emphasize their role as instructional leaders who collaborate with all educators.
 - Educators support each other in the pursuit of individual and collective professional growth and student success through rich professional conferences and conversations. [*Standards: Leadership; Resources*]
 - Each school's core beliefs about student learning are the foundation for evaluation and support systems, and provide a focus for individual and collaborative reflections on personal practice and organizational functioning. [*Standards: Learning Communities; Implementation*]
 - Educators collaborate to observe instructional practices in their school and to analyze data on instruction and student performance. [*Standards: Data; Outcomes*]
 - Educators collaborate to plan, assess, and evaluate professional learning. [*Standards: Leadership; Learning Communities; Implementation; Learning Designs*]

- ***Evaluation and professional learning must be differentiated to increase organizational effectiveness:*** There is a growing research base that demonstrates that individual and collective educator efficacy (defined by Bandura, 1997, as "the group's shared belief in its conjoint capabilities to organize and execute courses of action required to produce given levels of attainments"), is positively associated with and predictive of student achievement (Allinder, 1995; Goddard, et al., 2000; Moolenaar, et al., 2012; Tschannen-Moran and Barr, 2004)
 - The needs of veteran and novice educators are different, and evaluation-based professional learning is be designed to meet those needs, inspire and motivate individual and collective efficacy, and build leadership capacity in schools and districts (see Peterson, 2000). [*Standards: Learning Design; Leadership; Resources*]

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

- The development of such structures as career ladders, personal professional portfolios, and opportunities are provided for educators to share their learning from professional activities, findings from their own research or from research-based practices they have applied, classroom-level and professional accomplishments and/or challenges. [*Standards: Data; Outcomes: Learning Communities; Leadership*]

CAREER DEVELOPMENT AND PROFESSIONAL GROWTH

REGIONAL SCHOOL DISTRICT NO. 8 will provide opportunities for educator career development and professional growth based on the results of the evaluation. Educators with an evaluation of Proficient or Exemplary will be able to participate in opportunities to further their professional growth, including attending state and national conferences and other professional learning opportunities.

For educators rated Exemplary, the following career development and professional growth opportunities would be available: observation of peers; mentoring/coaching early-career educators or educators new to REGIONAL SCHOOL DISTRICT NO. 8; participating in development of educator Professional Assistance and Support System plans for peers whose performance is developing or below standard; leading Professional Learning Communities for their peers; and, targeted professional development based on areas of need.

INTENSIVE ASSISTANCE

THE INTENSIVE ASSISTANCE PHASE

WHO: Those professionals whose performance indicates significant and immediate need for improvement.

The purpose of the Intensive Assistance Phase is to enable the professional to meet acceptable standards of performance.

The teacher evaluation and supervision process for teachers in the Intensive Assistant Phase is the following:

- The evaluator outlines with the teacher the areas in need of improvement, the prescription for improvement, and the student evidence necessary for moving out of the Intensive Assistance Phase. Support will be clearly outlined. Support may include workshops, visitations to classrooms, research articles which address areas of need, opportunities for consultation with peers, mentors, human resources personnel, administration, and union representatives. Support is provided to improve performance or facilitate exiting the profession. The teacher must draft and present to the evaluator professional growth commitments to address these areas and develop a plan to correct them addressing student learning and behavior outcomes.
- **Within four months**, self-evaluation by the teacher will be completed and discussed with the evaluator, a summative statement written by the evaluator will be attached to the teacher's self-evaluation.
- **Within one month of the self-evaluation**, all summative evaluations and professional growth commitment forms will be completed and submitted to the Superintendent's office for placement in his/her personnel file.

The Intensive Assistance Phase of the Evaluation Plan includes the following:

- A written notice from the evaluator that the professional has been placed on an Intensive Assistance Phase will be included on the Summative Evaluation. (This status designation will be made as a result of the evaluator's determination that the individual is not meeting minimal standards set forth in the teacher competencies and/or job description.)
- The presentation of a written Professional Assistance Plan to the Teacher by the evaluator that includes the following:
 1. A statement of competencies/behaviors which are to be accomplished and the expected level(s) of performance;
 2. Information relative to the amount and type of assistance that will improve identified competencies/behaviors);

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

3. The Method and frequency with which data will be gathered and conferences conducted;
 4. A timeline for achieving the expected level(s) of performance;
- A summative evaluation following the completion of the stated timeline that includes a recommendation relative to the teacher's employment status and salary increases.

PROFESSIONAL LEARNING AND EVALUATION PROGRAM

**INTENSIVE ASSISTANCE
PROCESS AND TIMELINE**

Who	<ul style="list-style-type: none"> • Tenured, certified staff who need intensive assistance on a regular basis.
Purpose	<p>To increase student achievement through:</p> <ul style="list-style-type: none"> • Ensure job performance per the Common Core of Teaching and job description; • Correct performance deficiencies through assistance and focused intervention; • Improve professional skills and increase student achievement; • Providing collaborative, intensive, or corrective support for resolving an issue.
<u>Step 1</u>	<p>The administrator may, at any time, choose to place a tenured teacher in the intensive assistance phase. In this phase, the evaluator outlines with the teacher the areas in need of improvement, the prescription for improvement, and the student evidence necessary for moving out of the intensive assistance phase. Support for the teacher is outlined clearly to help the teacher address those areas that are in need of improvement. The teacher must draft and present to the evaluator professional growth commitments to address these areas and develop a plan to correct them addressing student learning and behavior outcomes as appropriate.</p> <p>The teacher will meet with the building principal/evaluator on a regular basis. There will be, at minimum, the completion of two formal observations and two informal observations. A written Summative Evaluation will be presented to the teacher by the primary evaluator with input from contributing evaluators (if applicable) and forwarded to the superintendent’s office for inclusion in the teacher’s personnel file. In addition, the teacher will submit a self-evaluation. If the evaluator believes that the areas in need of improvement have not been addressed satisfactorily, another year of intensive assistance may occur or a recommendation may be given for dismissal to the Superintendent of Schools</p>
<u>Step 2</u> <u>(Within 4 months of STEP 1)</u>	<ul style="list-style-type: none"> • Self-evaluation by the teacher completed and discussed with evaluator at summative conference; self-evaluation focuses on measurable/observable evidence of progress of goal attainment, reflection on the action plan with any revisions needed, and examples and analysis of any data collected; • Summative statement written by evaluator and attached to teacher’s self-evaluation; • In the event that unforeseen circumstances prevent teachers or administrators from completing these tasks on time, both parties will meet and mutually agree to any needed change in deadlines.
<u>Step 3</u> <u>(Within 1 month of STEP 2)</u>	<ul style="list-style-type: none"> • All Summative Evaluation forms will be completed and submitted to the Superintendent’s office for placement in his/her personnel file.

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APPENDIX A
TEACHER OBSERVATION RUBRIC
(See SEED Rubric)

APPENDIX B
SERVICE DELIVERY PERSONNEL
OBSERVATION RUBRIC
(See SEED Rubric)

APPENDIX C
SUMMATIVE SCORING RUBRIC

APPENDIX D
LEADER EVALUATION RUBRIC
(See SEED Rubric)