CENTRAL NINE CAREER CENTER
Teacher Evaluation System Upgrades for 2014-2015

Summative Evaluation Tool Changes:

Domain #1 – Management of Learning Environment = 30%
Domain #2 – Monitoring Student Learning = 30%
Domain #3 – Curriculum Integration = 15%
Domain #4 – Community Engagement and Outreach = 15%
Domain #5 – Student Growth = 05%
Domain #6 – Artifacts = 05%

100%

- Observations: First observation will be pre-scheduled and the following observation(s) will be held within a two-week period window. (this does not include any walk-through, which may occur at any time during the year)

- The observer will send the teacher observation scores and the observation summary prior to the post-observation meeting. An additional check-off form for Observations will be used as well as Scripting to document classroom observations.

- Teachers need to respond to observation scores during each individual post-observation meeting. (if the scores are questionable)

- Teachers that have been rated Highly Effective or Effective have the option to turn in fully completed artifacts for the following school year. (specific artifacts may be requested by observers during a pre-observation meeting, an observation, or a post-observation meeting for any teacher) First year teachers need to do artifacts for at least their first two years.

- If a teacher receives a score of Needs Improvement or Ineffective for Domain 6, the teacher will receive an improvement plan and have 90 school days to complete the Artifacts for the school year prior. Failure to complete the improvement plan within the allotted 90 days could affect the professionalism area of their future evaluation. (professional judgment used by evaluator)

Artifacts: The following numbers represent the number of artifact samples* for each domain area.

- Classroom Management Plan = 1
- Seating Chart = 1
- Class Assignment Postings = 3
- Student Expectations Posted = 1
- Safety Guidelines Posted = 2
- Samples of Student Work = 5
- Current Grade Book = 1
- Intervention Planning = 1
- Individual Education Plans = 1
- Teacher (IEP) Implementation Plan = 1
- Lesson and Unit Plans = 4
- Lesson and Unit Artifacts = 4
- Curriculum Map = 1
- State/National Standards = 1
- Internships/Clinicals/Practicums = 1
- Job Shadowing = 1
- Work-based Field Trips = 1
- Work-based Guest Speakers = 1
- Work-based Classroom Projects = 2
- CTE Membership = 1
- CTE Meeting Minutes and Agenda = 1
- CTE Competitions = 1
- CTE Competitions Documentation = 1
- CTE Service Learning Projects = 1
- Literacy Lesson and Unit Plan = 1
- Sample of Student Literacy Work = 5
- Literacy Program Assessments = 1
- Math Lesson and Unit Plan = 1
- Samples of Student Math Work = 5
- Lesson and Unit Artifacts = 4
- Math Program Assessments = 1
- Web-Based Instruction = 1
- Technology-Based Instruction = 1
- Web and Technology Assessments = 1
- Conferences = AMAN
- Presentations = AMAN
- Staff Training = AMAN
- Continuing Education = AMAN
- Samples of Student Work = 1
- Dual Credit Course Syllabi = 1 for each
- D.C. End of Course Assessment = 1 for each

- Advisory Board Member List = 1
- Advisory Meeting Agendas = 2-4
- Advisory Meeting Minutes = 2-4
- Donation Forms = AMAN
- Advisory Members Time Donation = AMAN

You may always turn in more than the minimum required number of artifacts if you wish.

Domain 4.3.1 – Demonstrates a pattern of unexcused absences and/or late arrivals.

- Highly Effective - 4 = Teacher has excellent attendance and punctuality (0 – 4 days used)
- Effective - 3 = Teacher exhibits good attendance and punctuality (5 – 9 days used)
- Needs Improvement - 2 = Teacher uses 10 – 14 days
- Ineffective - 1 = Teacher uses days beyond their yearly sick and personal

Days used are sick and or personal or any combination of the two. Extenuating circumstances for illness will be determined by the Director.

AMAN = As Many As Needed (Necessary)