



BREVARD PUBLIC SCHOOLS

Human Resources Services
2700 Judge Fran Jamieson Way
Viera, Florida 32940

2016-2017 School Year

Instructional Evaluation System - IPPAS



Rule 6A-5.030
Form IEST-2016
Effective Date: Fall 2016

Brevard Public Schools
Desmond Blackburn, Ph.D., Superintendent
James C. Hickey, Director

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2. For classroom teachers newly hired by the district, the student performance measure and scoring method for each evaluation, including how it is calculated and combined [Rule 6A-5.030(2)(a)2., F.A.C.]
3. For all instructional personnel, confirmation of including student performance data for at least three years, including the current year and the two years immediately preceding the current year, when available. If less than the three most recent years of data are available, those years for which data are available must be used. If more than three years of student performance data are used, specify the years that will be used [Rule 6A-5.030(2)(a)3., F.A.C.]
4. For classroom teachers of students for courses assessed by statewide, standardized assessments under s. 1008.22, F.S., documentation that VAM results comprise at least one-third of the evaluation [Rule 6A-5.030(2)(a)4., F.A.C.]
5. For classroom teachers of students for courses not assessed by statewide, standardized assessments, the district-determined student performance measure(s) [Rule 6A-5.030(2)(a)5., F.A.C.]

2. Instructional Practice

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1. For all instructional personnel, the percentage of the evaluation that is based on the instructional practice criterion as outlined in s. 1012.34(3)(a)2., F.S., along with an explanation of the scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(b)1., F.A.C.]
2. Description of the district evaluation framework for instructional personnel and the contemporary research basis in effective educational practices [Rule 6A-5.030(2)(b)2., F.A.C.]
3. For all instructional personnel, a crosswalk from the district's evaluation framework to the Educator Accomplished Practices demonstrating that the district's evaluation system contains indicators based upon each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)3., F.A.C.]
4. For classroom teachers, observation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)4., F.A.C.]
5. For non-classroom instructional personnel, evaluation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)5., F.A.C.]
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54-65

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5. Additional Requirements

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1. Confirmation that the district provides instructional personnel the opportunity to review their class rosters for accuracy and to correct any mistakes [Rule 6A-5.030(2)(f)1., F.A.C.]
2. Documentation that the evaluator is the individual who is responsible for supervising the employee. An evaluator may consider input from other personnel trained in evaluation practices. If input is provided by other personnel, identify the additional positions or persons. Examples include assistant principals, peers, district staff, department heads, grade level chairpersons, or team leaders [Rule 6A-5.030(2)(f)2., F.A.C.]
3. Description of training programs and processes to ensure that all employees subject to an evaluation system are informed on evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place, and that all individuals with evaluation responsibilities and those who provide input toward evaluation understand the proper use of the evaluation criteria and procedures [Rule 6A-5.030(2)(f)3., F.A.C.]
4. Description of processes for providing timely feedback to the individual being evaluated [Rule 6A-5.030(2)(f)4., F.A.C.]
5. Description of how results from the evaluation system will be used for professional development [Rule 6A-5.030(2)(f)5., F.A.C.]
6. Confirmation that the district will require participation in specific professional development programs by those who have been evaluated as less than effective as required by s.1012.98(10), F.S. [Rule 6A-5.030(2)(f)6., F.A.C.]
7. Documentation that all instructional personnel must be evaluated at least once a year [Rule 6A-5.030(2)(f)7., F.A.C.]
8. Documentation that classroom teachers are observed and evaluated at least once a year [Rule 6A-5.030(2)(f)8., F.A.C.]
9. Documentation that classroom teachers newly hired by the district are observed and evaluated at least twice in the first year of teaching in the district pursuant to s.1012.34(3)(a), F.S. [Rule 6A-5.030(2)(f)8., F.A.C.]
10. Documentation that the evaluation system for instructional personnel includes opportunities for parents to provide input into performance evaluations when the district determines such input is appropriate, and a description of the criteria for inclusion, and the manner of inclusion of parental input [Rule 6A-5.030(2)(f)9., F.A.C.]
11. Identification of teaching fields, if any, for which special evaluation procedures and criteria are necessary [Rule 6A-5.030(2)(f)10., F.A.C.]
12. Description of the district’s peer assistance process, if any. Peer assistance may be part of the regular evaluation system, or used to assist personnel who are placed on performance probation, or who request assistance, or newly hired classroom teachers [Rule 6A-5.030(2)(f)11., F.A.C.]

6. District Evaluation Procedures

78-80

1. In accordance with s. 1012.34(3)©, F.S., the evaluator must:
 - submit a written report of the evaluation to the district school superintendent for the purpose of reviewing the employee’s contract [Rule 6A-5.030(2)(g)1., F.A.C.]
 - submit the written report to the employee no later than 10 days after the evaluation takes place [Rule 6A-5.030(2)(g)2., F.A.C.]
 - discuss the written evaluation report with the employee [Rule 6A-5.030(2)(g)3., F.A.C.]
 - The employee shall have the right to initiate a written response to the evaluation and the response shall become a permanent attachment to his or her personnel file [Rule 6A-5.030(2)(g)4., F.A.C.]

6. District Evaluation Procedures *continued*

78-80

2. The district shall provide evidence that its evaluation procedures for notification of unsatisfactory performance comply with the requirements outlined in s.1012.34(4), F.S. [Rule 6A-5.030(2)(h), F.A.C.]
3. Documentation the district has complied with the requirement that the district school superintendent shall annually notify the Department of any instructional personnel who receive two consecutive unsatisfactory evaluations and shall notify the Department of any instructional personnel who are given written notice by the district of intent to terminate or not renew their employment, as outlined in s. 1012.34(5), F.S. [Rule 6A-5.030(2)(i), F.A.C.]

7. District Self-Monitoring

81-82

1. Evaluators' understanding of the proper use of evaluation criteria and procedures, including evaluator accuracy and inter-rater reliability; [Rule 6A-5.030(2)(j)1., F.A.C.]
2. Evaluators provide necessary and timely feedback to employees being evaluated; [Rule 6A-5.030(2)(j)2., F.A.C.]
3. Evaluators follow district policies and procedures in the implementation of evaluation system(s); [Rule 6A-5.030(2)(j)3., F.A.C.]
4. Use of evaluation data to identify individual professional development; [Rule 6A-5.030(2)(j)4., F.A.C.]
5. Use of evaluation data to inform school and district improvement plans [Rule 6A-5.030(2)(j)5., F.A.C.]

8. Appendix

2016-17 IPPAS Course/IPPAS Assessment Measure Master List

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1. Performance of Students

Directions:

The district shall provide:

1. For all instructional personnel, the percentage of the evaluation that is based on the performance of students criterion as outlined in s.1012.34(3)(a)1., F.S., along with an explanation of the scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(a)1., F.A.C.].
2. For classroom teachers newly hired by the district, the student performance measure and scoring method for each evaluation, including how it is calculated and combined [Rule 6A-5.030(2)(a)2., F.A.C.].
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4. For classroom teachers of students for courses assessed by statewide, standardized assessments under s. 1008.22, F.S., documentation that VAM results comprise at least one-third of the evaluation [Rule 6A-5.030(2)(a)4., F.A.C.].
5. For classroom teachers of students for courses not assessed by statewide, standardized assessments, the district-determined student performance measure(s) [Rule 6A-5.030(2)(a)5., F.A.C.].
6. For instructional personnel who are not classroom teachers, the district-determined student performance measure(s) [Rule 6A-5.030(2)(a)6., F.A.C.].

Professional Practices	<u>Professional Practices Based on Florida’s Educator Accomplished Practices</u>	67%
	45 points – Professional Practices	
	8 points – Professional Growth Plan Development	
	10 points – Plan Implementation	
	4 points – Collaboration / Mutual Accountability	

33% Student Performance	<u>Individual Accountability for Student Academic Performance Based on Identified Assessments</u>	33%
	33 points – Individual accountability for student academic performance / value added growth measures	

The VAM score provided by the state will be converted to a 33 point scale that represents 1/3 of a teacher’s evaluation (per state mandate). The 33 point student performance portion of the teacher’s evaluation will be merged with the 67% professional practices.

Brevard Public Schools (BPS) will utilize the state-adopted teacher-level student growth measure cited in the Memorandum of Understanding (MOU) in the Race To The Top grant (D)(2)(i) as the primary factor of the teacher evaluation system. Student achievement will count for 33% of the Brevard teacher’s evaluation system. This 33% of the performance evaluation will be based upon data and indicators of student academic performance, assessed annually by statewide assessments or, for subjects and grade levels not measured by statewide assessments, by school district assessments (see appendix for list) as provided in s.1008.22(8). Brevard Public school will use the formula adopted pursuant to paragraph (7)(a) for measuring student

academic performance in all course associated with statewide assessments and will select an equally appropriate formula measuring student academic performance for all other grades and subjects except as otherwise provided in subsection (7).

BPS will measure student academic performance using the formula provided by the commissioner under s.1008.22 for courses associated with statewide-standardized assessments (FSA). BPS will implement the additional student academic performance measures selected by the commissioner for the remainder of the statewide assessments included in s.1008.22 as they become available. Teachers associated with FSA ELA or math courses will be assigned a 33 point score based on their state calculated VAM score. These teachers will also receive a rating of HE, E, N, or U based on the state supplied teacher VAM categories. Teachers within this FSA ELA or Math VAM category will receive the highest possible score associated with the state reported category as follows:

Highly Effective	31 to 33 Points
Effective	27 to 30 Points
Needs Improvement or Developing	26 Points
Unsatisfactory	0 to 25 Points

These point categories are derived from prior year data and will be updated once current year state reports are available.

For grades and subjects not assessed by statewide assessments but otherwise assessed as required under s.1008.22(8), BPS will measure students' academic performance using an equally appropriate formula. All teachers in this 'NON-FSA VAM' group will be percentile ranked against their grade level, subject specific peers, and assigned a 33 point score and effectiveness rating. Using the percentile distribution established by the results of the state provided Teacher Aggregated VAM, categorical cut scores will be established for HE, E, N, or U according to the following table:

2016-17 IPPAS 33 Point Scale (G4-6)				2016-17 IPPAS 33 Point Scale (G7-10)			
IPPAS Points	3Yr School/District Measure Range	% Included		IPPAS Points	3Yr School/District Measure Range	% Included	
33	0.925 and Above	3.00%	HE	33	1.275 and Above	3.00%	HE
32	0.75 to 0.90	3.62%		32	1.025 to 1.25	1.65%	
31	0.575 to 0.725	6.41%		31	0.775 to 1.00	3.19%	
30	0.4 to 0.55	8.45%	E	30	0.525 to 0.75	4.28%	E
29	0.225 to 0.345	14.45%		29	0.275 to 0.5	6.44%	
28	0.05 to 0.2	20.69%		28	0.05 to 0.25	17.50%	
27	-0.175 to 0.025	23.98%		27	-0.375 to 0.025	44.3%	
26	-0.4 to -0.2	12.11%	N or D	26	-0.625 to -0.4	10.89%	N or D
25	-0.625 to -0.425	4.3%	U	25	-0.875 to -0.65	4.79%	U
24	-0.85 to -0.65	1.87%		24	-1.125 to -0.9	1.43%	
23	-1.075 to -0.875	0.42%		23	-1.375 to -1.15	1.03%	
22	-1.3 to -1.1	0.21%		22	-1.625 to -1.4	0.68%	
21	-1.325 & below	0.46%		21	-1.65 % below	0.86%	

For courses not measured by a statewide assessment, the district may use a student achievement measure rather than a student academic performance measure where this may be a more appropriate measure of the classroom teacher's performance. The district may also use a combination of student academic performance and achievement to assess the performance of classroom teachers. In some cases it may be appropriate for the performance evaluation for the classroom teacher assigned to a course not included in statewide assessments,

to include the academic performance of his or her students on FSA Reading, FSA math or 8th/9th grade Algebra 1 EOC results. The performance evaluation will give greater weight to student academic performance on the district assessment.

For classroom teachers, the student academic performance portion of the evaluation will include growth data for students assigned to the teacher over the course of at least three years. If less than three years of data are available, the years for which data are available will be used. For classroom teachers that were newly hired during the current evaluative cycle, the current year data will be used.

For instructional personnel who are not classroom teachers, the student growth portion of the evaluation will include growth data on statewide assessments for students assigned to the instructional personnel over the course of at least three years, and could include a combination of student academic performance data and the other measurable student outcomes that are specific to the assigned position. If less than three years of student growth data are available, the years for which data are available must be used.

Assessment Groups (Please refer to Appendix for specific courses)		
Area of Responsibility	Student Group	Student Measure
PK-3 rd Grade	Assigned Students	District Growth/Performance Measure
4 th – 6 th Grade	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
5 th Grade Science	Assigned Students	FCAT Science
6 th Grade Algebra 1	Assigned Students	Algebra 1 EOC
All Elective Areas	Assigned Students	FSA Reading and Math Aggregated VAM
Itinerant Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE Teachers	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
ESOL Teachers	Assigned Students	FSA/FCAT Reading and Math Aggregated VAM
ESE School Specialists	Whole School	FSA/FCAT Reading and Math Aggregated VAM
Instructional Coaches	Whole School	FSA Reading and Math Aggregated VAM
Guidance Counselors		
All other non-classroom		
Instructional Staff		
Media Specialists	Whole School	FSA/FCAT Reading Aggregated VAM
Reading Specific Inst. Coaches	Whole School	FSA/FCAT Reading Aggregated VAM
Math Specific Instructional Coaches	Whole School	FSA/FCAT Math Aggregated VAM
Science Specific Instructional Coach	Whole School	FSA/FCAT Math Aggregated VAM FCAT Science
Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.		

Assessment Groups (Please refer to Appendix for specific courses)

Middle School Instructional Positions

Area of Responsibility	Student Group	Student Measure
7th - 8th Language Arts	Assigned Students	FSA/FCAT Reading Aggregated VAM
7th - 8th Reading	Assigned Students	FSA/FCAT ELA/Reading Aggregated VAM
7th - 8th Math (other than 8th grade Algebra)	Assigned Students	FSA/FCAT Math Aggregated VAM
7th Algebra 1	Assigned Students	Algebra 1 State EOC
8th Algebra 1	Assigned Students	8th Grade Algebra 1 State EOC VAM
7th - 8th Grade Geometry	Assigned Students	Geometry State EOC
7th - 8th Grade Civics	Assigned Students	Civics State EOC
7th - 8th All Other Math	Assigned Students	FSA/FCAT Math Aggregated VAM
7th Science	Assigned Students	FSA/FCAT Reading and Math
8th Science	Assigned Students	FCAT Science
7th - 8th Social Studies	Assigned Students	FSA Reading Aggregated VAM
All Elective Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
Itinerant Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESOL Teachers	Assigned Students	FSA Reading and Math Aggregated VAM
ESE School Specialists	Whole School	FSA Reading and Math Aggregated VAM
Instructional Coaches	Whole School	FSA Reading and Math Aggregated VAM
Guidance Counselors		
All other non-classroom		
Instructional Staff		
Media Specialists	Whole School	FSA Reading and Math Aggregated VAM

Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.

Assessment Groups (Please refer to Appendix for specific courses)		
High School Instructional Positions		
Area of Responsibility	Student Group	Student Measure
9th - 10th Language Arts	Assigned Students	FSA Reading Aggregated VAM
12th Reading	Assigned Students	ACT Predictive Measure
9th Algebra 1	Assigned Students	9th Algebra 1 State EOC VAM
10th - 12th Algebra 1	Assigned Students	10th-12th Algebra 1 State EOC
9th - 12th Geometry	Assigned Students	9th-12th Geometry State EOC
9th - 10th Math (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11th - 12th Math (Non-State EOC)	Assigned Students	ACT Predictive Measure
9th - 12th Biology/ Int. Science III	Assigned Students	Biology State EOC
9th - 10th Science (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11th - 12th Science (Non-State EOC)	Assigned Students	ACT Predictive Measure
9th – 12th U.S. History	Assigned Students	US History State EOC
9th - 10th Social Studies (Non-State EOC)	Assigned Students	FSA Reading Aggregated VAM
11th - 12th Social Studies (Non-State EOC)	Assigned Students	ACT Predictive Measure
All Elective Areas	Assigned Students	FSA Reading Aggregated VAM
		ACT Predictive Measure
AP/IB/AICE Courses	Assigned Students	AP/IB/AICE Outcome Measures
12th English 4	Assigned Students	English 4 BPS Final Exam
Itinerant Teachers	Assigned Students	FSA Reading Aggregated VAM
		ACT Predictive Measure
ESE Teachers	Assigned Students	FSA Reading Aggregated VAM
		ACT Predictive Measure
ESOL Teachers	Assigned Students	FSA Reading Aggregated VAM
		ACT Predictive Measure
Media Specialist	Whole School	FSA Reading Aggregated VAM
Math Instructional Coach	Whole School	FSA Reading Aggregated VAM
		Algebra 1 State EOC
		Geometry 1 State EOC
		ACT Predictive Measure
Reading Instructional Coach	Whole School	FCAT Reading Aggregated VAM
Science Instructional Coach		
All Other Non-Classroom Inst. Staff		
Teacher's final score will be based on the weighted aggregate score of all relevant student measures associated with that teacher. Teachers who receive whole school scores are responsible for all the students at that school within the teacher's subject/grade certification area.		

Moving forward the following rubric will be utilized with newly hired teachers as a midterm student achievement check.

This rubric will guide the midterm administrator-teacher feedback conversation:

4
Your midterm student achievement checkpoint rating: 4; 90% of your students are showing mastery of the standards within reading or your primary course assignment as evidenced by students earning an A/B during the 1 st and 2 nd nine weeks grading periods for teachers assigned within grades 3-12 or an O/S for teachers assigned within grades pre-K-2
3
Your midterm student achievement checkpoint rating: 3. 89%-75% of your students are showing mastery of the standards within reading or your primary course assignment as evidenced by students earning an A/B during the 1 st and 2 nd nine weeks grading periods for teachers assigned within grades 3-12 or an O/S for teachers assigned within grades pre-K-2
2
Your midterm student achievement checkpoint rating: 2. 74%-60% of your students are showing mastery of the standards within reading or your primary course assignment as evidenced by students earning an A/B for teachers within grades 3-12 or an O/S for grades pre- K-2
1
Your midterm student achievement checkpoint rating: 1. 59% or less of your students are showing mastery of the standards within reading or your primary course assignment as evidenced by students earning an A/B for teachers assigned within grades 3-12 or an O/S for teachers assigned within grades pre-K-2

Student Performance/Growth Measures

Each of these categories will be weighted and aggregated in the final determination of a teacher's 33-point summative score to include every student associated with them.

Value Added Measures

- Value Added Measure courses are FSA ELA and Math type courses that receive a Teacher Aggregated VAM score from the state. The teacher's score will be based on either a 1, 2, or 3-year aggregate based on their concurrent FSA/FCAT course experience. A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years. First Year Teachers will have only 1 year's VAM estimate score must have at least 10 students estimates associated with current year and grade. For this evaluation, the district will use Teacher Aggregated VAM score based on a single year's VAM estimate.
- 2+ years' VAM estimate scores (2 out of 3) will have a combination of at least two VAM estimate scores. One VAM score MUST be for the current year and must have had at least 10 students with scores associated with the current year and grade. The second/third VAM score may be from either or both prior years and have at least 10 students with scores associated that year and grade. VAM scores are converted to a 33-point scale using the following table. NOTE: A teacher that teaches multiple grades will have a VAM measure for each grade that satisfies the above rules.

Grade 8-9 Algebra 1 EOC type courses that receive a Teacher Aggregated VAM score from the state.

- The teacher's score will be based on either a 1, 2, or 3-year aggregate based on their concurrent EOC course experience. A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years. Scores are assigned based on the Teacher Aggregated VAM (TAV) percentile distribution.

Middle and High School State EOC's (Civics, Algebra 1, Algebra 2, Geometry, US History, Biology)

- Evaluative measures will be calculated using district calculated cut scores AND/OR FSA-FCAT reading or math associated regressed predictive score. The teacher's score will be based on either a 1, 2, or 3 year aggregate based on their concurrent EOC course experience. A teacher must have a minimum of 10 students associated with the most current year's score AND have at least 10 student associations in each of the qualified prior years. New Hires are required to have only one year's data with at least 10 students. All teacher scores will be converted into percentile ranked and scores are assigned based on the Teacher Aggregated VAM (TAV) percentile distribution.

AP/IB/AICE

- Evaluation measures will be based on a combination of the average student FSA reading achievement level and the average pass rate of the teacher's AP/IB/AICE scores. Based on this matrix, teacher scores will be assigned. These courses may also be evaluated by FSA ELA, ACT, or BPSFE English 4.

Educators that do not teach FSA reading-math type courses or state EOC's

- Educators that do not teach FSA reading-math type courses or state EOC's will have calculated scores associated with their students' (students they teach) FSA reading/math or Algebra 1 EOC VAM scores provided by the state. Depending on what course they teach, scores will be calculated by either the FSA reading VAM, FSA math VAM, 8th grade Algebra 1 EOC VAM, 9th grade Algebra 1 EOC VAM or a combination of these. This score will encompass only the most current year. English 4 teachers will be assessed based on the results of the English 4 BPS Final exam. All teacher scores will be converted into percentile ranked and assigned a score based on the FLDOE's VAM percent distribution.

Teacher’s FINAL Student Performance Score

Teachers assigned to Students:

- The individual teacher IPPAS Scores for each grade and measure will be multiplied by the number of students associated with that IPPAS score. All weighted “Grade” scores will be added. A final score will be divided by the total number of students associated to the teacher across all grades and measures. See example below (Note: All measures are not represented in this example):

$$\frac{(KG)(N_{KG})+(G1)(N_{G1})+(G2)(N_{G2})+(G3)(N_{G3})+(NFTAV_{G4-10})(N_{G4-10})+(TAV_{G4-10})(N_{G4-10})+(G11)(N_{G11})+(G12)(N_{G12})}{N_{Total}}$$

N_{Total}

- Teachers will receive an aggregated 33 point scale score based on all appropriate subject/grade VAM and NON-FSA VAM measures. Teachers will also receive an aggregated performance rating of HE, E, N, or U based on the Teacher Aggregated VAM defined performance rating categories as stated above.

Teachers not assigned to Students or are assigned to fewer than 10 students:

- According to state policy, these are the only teachers that are authorized to receive a School Aggregated VAM.

Teachers assigned to the District:

- According to state policy, these are the only teachers authorized to receive a District Aggregated VAM.
 - Includes Resource Teachers, Student Service Providers (like PT’s, PT’s, Psychologists...)

2. Instructional Practice

Directions:

The district shall provide:

1. For all instructional personnel, the percentage of the evaluation that is based on the instructional practice criterion as outlined in s. 1012.34(3)(a)2., F.S., along with an explanation of the scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(b)1., F.A.C.].
2. Description of the district evaluation framework for instructional personnel and the contemporary research basis in effective educational practices [Rule 6A-5.030(2)(b)2., F.A.C.].
3. For all instructional personnel, a crosswalk from the district's evaluation framework to the Educator Accomplished Practices demonstrating that the district's evaluation system contains indicators based upon each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)3., F.A.C.].
4. For classroom teachers, observation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)4., F.A.C.].
5. For non-classroom instructional personnel, evaluation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)5., F.A.C.].
6. For all instructional personnel, procedures for conducting observations and collecting data and other evidence of instructional practice [Rule 6A-5.030(2)(b)6., F.A.C.].

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1. For all instructional personnel, the percentage of the evaluation that is based on the instructional practice criterion as outlined in s. 1012.34(3)(a)2., F.S., along with an explanation of the scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(b)1., F.A.C.].

|                                   |                                                                                                 |            |
|-----------------------------------|-------------------------------------------------------------------------------------------------|------------|
| <b>67% Professional Practices</b> | <b><u>Professional Practices<br/>Based on Florida's Educator<br/>Accomplished Practices</u></b> | <b>67%</b> |
|                                   | <b>45 points – Professional Practices</b>                                                       |            |
|                                   | <b>8 points – Professional Growth Plan Development</b>                                          |            |
|                                   | <b>10 points – Plan Implementation</b>                                                          |            |
|                                   | <b>4 points – Collaboration / Mutual Accountability</b>                                         |            |

|                                |                                                                                                                              |            |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>33% Student Performance</b> | <b><u>Individual Accountability<br/>for<br/>Student Academic<br/>Performance<br/>Based on Identified<br/>Assessments</u></b> | <b>33%</b> |
|                                | <b>33 points – Individual accountability for student academic performance / value added growth measures</b>                  |            |

**The district shall provide:**

2. Description of the district evaluation framework for instructional personnel and the contemporary research basis in effective educational practices [Rule 6A-5.030(2)(b)2., F.A.C.].
3. For all instructional personnel, a crosswalk from the district's evaluation framework to the Educator Accomplished Practices demonstrating that the district's evaluation system contains indicators based upon each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)3., F.A.C.].
4. For classroom teachers, observation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)4., F.A.C.].
5. For non-classroom instructional personnel, evaluation instrument(s) that include indicators based on each of the Educator Accomplished Practices [Rule 6A-5.030(2)(b)5., F.A.C.].
6. For all instructional personnel, procedures for conducting observations and collecting data and other evidence of instructional practice [Rule 6A-5.030(2)(b)6., F.A.C.].

**Performance Appraisal System Procedures**

This section is intended to provide an overall description of the Instructional Personnel Performance System procedures. These procedures are designed to incorporate and comply with provisions of Florida Statute 1012.34 - Assessment procedures and criteria. Our district rubric for teacher evaluation consist of five dimensions that are directly correlated to the FEAPS; Dimension 1 – Instructional Design and Lesson Planning, Dimension 2 – The Learning Environment, Dimension 3 – Instructional Delivery and Facilitation, Dimension 4 – Assessment, Dimension 5 – Professional Responsibilities and Ethical Conduct. This framework is based on a hybrid model of both Danielson and Marzano.

These procedures follow:

| <b>Alignment to the Florida Educator Accomplished Practices (FEAP)</b>                                                 |                                 |                                              |                            |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------|----------------------------------------------|----------------------------|
| <b>1. Instructional Design and Lesson Planning</b>                                                                     |                                 |                                              |                            |
| Applying concepts from human development and learning theories, the effective educator consistently:                   |                                 |                                              |                            |
| <b>Practice</b>                                                                                                        | <b>Evaluation Indicators</b>    |                                              |                            |
|                                                                                                                        | <b>Classroom Tchrs</b>          | <b>Resource Tchrs, Coaches, Peer Mentors</b> | <b>Non-Classroom Tchrs</b> |
| a. Aligns instruction with state-adopted standards at the appropriate level of rigor;                                  | Dimension 1<br>Elements 1, 3, 4 | Dimension 1<br>Elements 1, 3, 4              | Dimension 1<br>Element 3   |
| b. Sequences lessons and concepts to ensure coherence and required prior knowledge;                                    | Dimension 1<br>Elements 1, 2    | Dimension 1<br>Elements 2, 1                 | Dimension 1<br>Element 2   |
| c. Designs instruction for students to achieve mastery;                                                                | Dimension 1<br>Elements 1, 4    | Dimension 1<br>Element 3                     | Dimension 1<br>Element 3   |
| d. Selects appropriate formative assessments to monitor learning;                                                      | Dimension 1<br>Elements 3, 2    | Dimension 1<br>Elements 2, 1                 | Dimension 1<br>Element 2   |
| e. Uses diagnostic student data to plan lessons; and,                                                                  | Dimension 1<br>Element 3        | Dimension 1<br>Element 2                     | Dimension 1<br>Element 1   |
| f. Develops learning experiences that require students to demonstrate a variety of applicable skills and competencies. | Dimension 1<br>Element 4        | Dimension 1<br>Element 4                     | Dimension 1<br>Element 4   |

| <b>2. The Learning Environment</b>                                                                                                                                          |                                 |                                       |                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------------------|--------------------------|
| To maintain a student-centered learning environment that is safe, organized, equitable, flexible, inclusive, and collaborative, the effective educator consistently:        |                                 |                                       |                          |
| Practice                                                                                                                                                                    | Evaluation Indicators           |                                       |                          |
|                                                                                                                                                                             | Classroom Tchrs                 | Resource Tchrs, Coaches, Peer Mentors | Non-Classroom Tchrs      |
| a. Organizes, allocates, and manages the resources of time, space, and attention;                                                                                           | Dimension 2<br>Elements 3, 1    | Dimension 2<br>Element 3              | Dimension 2<br>Element 5 |
| b. Manages individual and class behaviors through a well-planned management system;                                                                                         | Dimension 2<br>Elements 2, 4    | Dimension 2<br>Elements 2, 4          | Dimension 2<br>Element 1 |
| c. Conveys high expectations to all students;                                                                                                                               | Dimension 2<br>Element 2        | Dimension 2<br>Element 2              | Dimension 2<br>Element 2 |
| d. Respects students' cultural linguistic and family background;                                                                                                            | Dimension 2<br>Elements 4, 5    | Dimension 2<br>Element 5              | Dimension 2<br>Element 3 |
| e. Models clear, acceptable oral and written communication skills;                                                                                                          | Dimension 2<br>Element 6        | Dimension 2<br>Element 6              | Dimension 2<br>Element 6 |
| f. Maintains a climate of openness, inquiry, fairness and support;                                                                                                          | Dimension 2<br>Elements 7, 2, 5 | Dimension 2<br>Elements 2, 5, 7       | Dimension 2<br>Element 1 |
| g. Integrates current information and communication technologies;                                                                                                           | Dimension 2<br>Element 7        | Dimension 2<br>Element 7              | Dimension 2<br>Element 7 |
| h. Adapts the learning environment to accommodate the differing needs and diversity of students; and                                                                        | Dimension 2<br>Elements 3, 4, 5 | Dimension 2<br>Elements 3, 4, 5       | Dimension 2<br>Element 5 |
| i. Utilizes current and emerging assistive technologies that enable students to participate in high-quality communication interactions and achieve their educational goals. | Dimension 2<br>Elements 2, 5    | Dimension 2<br>Elements 2, 5          | Dimension 2<br>Element 2 |

| <b>3. Instructional Delivery and Facilitation</b>                                                                                                                        |                          |                                       |                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------|--------------------------|
| The effective educator consistently utilizes a deep and comprehensive knowledge of the subject taught to:                                                                |                          |                                       |                          |
| Practice                                                                                                                                                                 | Evaluation Indicators    |                                       |                          |
|                                                                                                                                                                          | Classroom Tchrs          | Resource Tchrs, Coaches, Peer Mentors | Non-Classroom Tchrs      |
| a. Deliver engaging and challenging lessons;                                                                                                                             | Dimension 3<br>Element 4 | Dimension 3<br>Element 4              | Dimension 3<br>Element 2 |
| b. Deepen and enrich students' understanding through content area literacy strategies, verbalization of thought, and application of the subject matter;                  | Dimension 3<br>Element 3 | Dimension 3<br>Element 3              | Dimension 3<br>Element 3 |
| c. Identify gaps in students' subject matter knowledge;                                                                                                                  | Dimension 3<br>Element 1 | Dimension 3<br>Element 1              | Dimension 3<br>Element 1 |
| d. Modify instruction to respond to preconceptions or misconceptions;                                                                                                    | Dimension 3<br>Element 1 | Dimension 3<br>Element 1              | Dimension 3<br>Element 3 |
| e. Relate and integrate the subject matter with other disciplines and life experiences;                                                                                  | Dimension 3<br>Element 5 | Dimension 3<br>Element 5              | Dimension 3<br>Element 3 |
| f. Employ higher-order questioning techniques;                                                                                                                           | Dimension 3<br>Element 2 | Dimension 3<br>Element 2              | Dimension 3<br>Element 2 |
| g. Apply varied instructional strategies and resources, including appropriate technology, to provide comprehensible instruction, and to teach for student understanding; | Dimension 3<br>Element 3 | Dimension 3<br>Element 3              | Dimension 3<br>Element 3 |
| h. Differentiate instruction based on an assessment of student learning needs and recognition of individual differences in students;                                     | Dimension 3<br>Element 5 | Dimension 3<br>Element 5              | Dimension 3<br>Element 6 |
| i. Support, encourage, and provide immediate and specific feedback to students to promote student achievement;                                                           | Dimension 3<br>Element 6 | Dimension 3<br>Element 6              | Dimension 3<br>Element 5 |
| j. Utilize student feedback to monitor instructional needs and to adjust instruction.                                                                                    | Dimension 3<br>Element 6 | Dimension 3<br>Element 6              | Dimension 3<br>Element 4 |

| <b>4. Assessment</b><br>The effective educator consistently:                                                                  |                              |                                              |                            |
|-------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------|----------------------------|
| <b>Practice</b>                                                                                                               | <b>Evaluation Indicators</b> |                                              |                            |
|                                                                                                                               | <b>Classroom Tchrs</b>       | <b>Resource Tchrs, Coaches, Peer Mentors</b> | <b>Non-Classroom Tchrs</b> |
| a. Delivers engaging and challenging lessons;                                                                                 | Dimension 4<br>Element 1     | Dimension 4<br>Element 1                     | Dimension 4<br>Element 1   |
| b. Designs and aligns formative and summative assessments that match learning objectives and lead to mastery;                 | Dimension 4<br>Element 2     | Dimension 4<br>Element 2                     | Dimension 4<br>Element 2   |
| c. Uses a variety of assessment tools to monitor student progress, achievement and learning gains;                            | Dimension 4<br>Element 3     | Dimension 4<br>Element 3                     | Dimension 4<br>Element 2   |
| d. Modifies assessments and testing conditions to accommodate learning styles and varying levels of knowledge;                | Dimension 4<br>Element 2     | Dimension 4<br>Element 2                     | Dimension 4<br>Element 2   |
| e. Shares the importance and outcomes of student assessment data with the student and the student’s parent/caregiver(s); and, | Dimension 4<br>Element 3     | Dimension 4<br>Element 3                     | Dimension 4<br>Element 3   |
| f. Applies technology to organize and integrate assessment information.                                                       | Dimension 4<br>Element 3     | Dimension 4<br>Element 3                     | Dimension 4<br>Element 3   |

| <b>5. Continuous Professional Improvement</b><br>The effective educator consistently:                                                                                                     |                              |                                              |                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------|----------------------------|
| <b>Practice</b>                                                                                                                                                                           | <b>Evaluation Indicators</b> |                                              |                            |
|                                                                                                                                                                                           | <b>Classroom Tchrs</b>       | <b>Resource Tchrs, Coaches, Peer Mentors</b> | <b>Non-Classroom Tchrs</b> |
| a. Designs purposeful professional goals to strengthen the effectiveness of instruction based on students’ needs;                                                                         | Dimension 5<br>Element 3     | Dimension 5<br>Element 3                     | Dimension 5<br>Element 1   |
| b. Examines and uses data-informed research to improve instruction and student achievement;                                                                                               | Dimension 5<br>Element 3     | Dimension 5<br>Element 3                     | Dimension 5<br>Element 3   |
| c. Uses a variety of data, independently, and in collaboration with colleagues, to evaluate learning outcomes, adjust planning and continuously improve the effectiveness of the lessons; | Dimension 5<br>Elements 3, 4 | Dimension 5<br>Elements 3, 4                 | Dimension 5<br>Element 3   |
| d. Collaborates with the home, school and larger communities to foster communication and to support student learning and continuous improvement;                                          | Dimension 5<br>Elements 4, 5 | Dimension 5<br>Elements 4, 5                 | Dimension 5<br>Element 5   |
| e. Engages in targeted professional growth opportunities and reflective practices; and,                                                                                                   | Dimension 5<br>Element 3     | Dimension 5<br>Element 3                     | Dimension 5<br>Element 2   |
| f. Implements knowledge and skills learned in professional development in the teaching and learning process.                                                                              | Dimension 5<br>Element 3     | Dimension 5<br>Element 3                     | Dimension 5<br>Element 2   |

| <b>6. Professional Responsibility and Ethical Conduct</b>                                                                                                                                                                                                                                                                                                             |                              |                                              |                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------------|----------------------------|
| <b>Practice</b>                                                                                                                                                                                                                                                                                                                                                       | <b>Evaluation Indicators</b> |                                              |                            |
|                                                                                                                                                                                                                                                                                                                                                                       | <b>Classroom Tchrs</b>       | <b>Resource Tchrs, Coaches, Peer Mentors</b> | <b>Non-Classroom Tchrs</b> |
| Understanding that educators are held to a high moral standard in a community, the effective educator adheres to the Code of Ethics and the Principles of Professional Conduct of the Education Profession of Florida, pursuant to Rules 6A-10.080 and 6A-10.081, F.A.C., and fulfills the expected obligations to students, the public and the education profession. | Dimension 5<br>Elements 2, 1 | Dimension 5<br>Elements 1, 2                 | Dimension 5<br>Element 4   |

## **Orientation**

Each year, all instructional personnel shall be fully apprised of the School Board of Brevard County's formal Instructional Personnel Performance Appraisal procedures. This orientation will be scheduled during pre-planning and will be documented pursuant to file copies of each building pre-planning calendar of activities. During the initial orientation, all instructional personnel will be given directions to the assessment instrument, data collection forms, and supporting procedures on the district web-site. Teachers employed after the pre-planning period shall be similarly scheduled for an orientation session as previously described prior to the implementation of such procedures relative to the evaluation of said teacher. A record will be maintained at the building level indicating the attendance and satisfactory completion of the orientation session.

## **Description of Observations**

The past practice in Brevard has been the supervisor evaluating the quality of a teacher's performance based on observing the teacher delivering a lesson and then the supervisor makes a judgment on the quality of teaching and writes a summative evaluation. The new classroom observation model will require reflective practice on the part of the teacher to analyze and take ownership of his/her professional growth. The supervisor becomes a facilitator of the teacher's reflection. The teacher will provide relevant, objective data to support the teacher in making decisions about their teaching. It is expected that there will be times when a supervisor will have to be more directive in helping teachers improve their practice. When there may be a need for a specific instructional methodology, strategy, or the skill level of the teacher is developing and more support is necessary, it is still expected that the supervisor will encourage the development of the teacher's reflective practice to improve his/her instructional practices.

Our new classroom observation process is built upon reflective practice. New teachers will need the opportunity to build their skill levels and expand their experiences to fully realize the professional growth model. These teachers will participate in a minimum of two observation cycles during the year.

The supervisors are encouraged to allow for several different observers; the observations can be conducted singularly, or in combination by a school administrator(s), district level certificated personnel, peer teachers, resource teachers, teacher leaders, or other qualified persons. All observers will be trained in how to facilitate the observation process. The focus of professional growth must be consistent; therefore, communication must occur between all observers working with the teacher so that the teacher does not receive conflicting messages.

The main goal of all supervisors in this process is to provide support to teachers and help them improve and grow professionally. The evaluation forms, in conjunction, with the planning forms and action plan reports should document what has been done to support the teacher. Consult your Supervisor and Human Resources when efforts to encourage and support improvement are not resulting in desired improved performance for the teacher.

Evidence documenting teacher's work with students may include video-taped lessons, examples of lesson plans, learning goals and classroom activities, class and homework assignments, accommodations for special needs students, and English language learners, analysis of student learning products, 2-way home-school communication.

Evidence documenting fulfillment of professional responsibilities includes artifacts on school improvement goals, expansion of subject area knowledge and skills, knowledge and implementation of 21st century skills. Collegial collaboration evidence may include confirming work with colleagues, work on RTI teams, PLCs, facilitating groups, District or school teams.

Pursuant to F.S. 1012.34(5), the district school superintendent shall annually notify the department of any instructional personnel or school administrators who receive two consecutive unsatisfactory evaluations.

### **New Teachers (0-2 Years) or Teachers From Out Of State/County Who Have Transferred To Brevard Public Schools (BPS)**

These teachers must participate in a minimum of four observations; two by an administrator and two by peers during the year, to include two annual evaluations by the administrator. These teachers will participate in two conferences; the first conference will precede the first annual evaluation. The second conference will precede the second annual evaluation.

### **Teachers with Three or More Years of Teaching Experience for BPS**

It is expected that these teachers meet or exceed the standards set forth in Florida Educator Accomplished Practices (FEAP). Our observation process for continuous improvement is to encourage teachers to further examine their teaching practice. Teachers will be encouraged to research new and innovative strategies and include them in their teaching practices.

These teachers are provided opportunity to explore and reflect on their practice and will participate in no less than one annual evaluation. Teachers are encouraged to incorporate new and innovative strategies and move outside their “comfort-zone”. These teachers who meet or exceed the expectations of the FEAPs are focused on professional growth beyond competence.

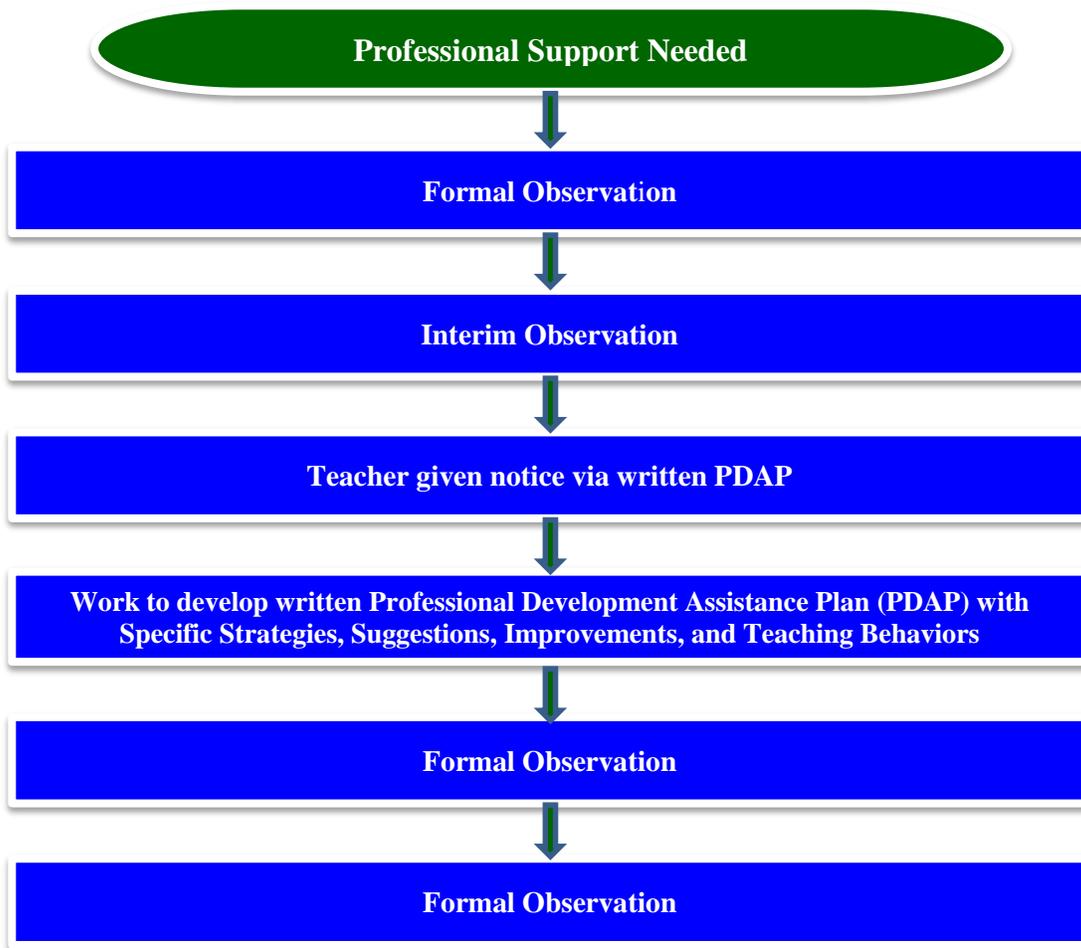
These teachers must participate in at least two observations, or an additional third observation when being considered as a distinguished teacher. A conference will precede the annual evaluation.

### **Less Than Proficient Performance Ratings**

If from the formative observations, it is believed that an instructional employee’s performance in any of the performance areas falls in either the unsatisfactory or needs professional support category, the following procedures will be utilized:

- A. Written notice in the form of a formal observation that the performance within the specified area is below an effective level,
- B. The required employee conference will focus on recommendations for improvement with respect to the deficient areas,
- C. A written Professional Development Assistance Plan (PDAP) will be developed with the employee to correct said deficiencies; and
- D. A specific and reasonably prescribed period of time will be given to correct said deficiencies.

If the employee receives a rating of professional support needed or unsatisfactory in any of the performance areas, the written material identified in A through D above must be written and recorded on a Professional Development Assistance Plan form. Both the formative and summative forms and attachment(s) shall contain the teacher’s signature and date received.



### **Teacher with Unsatisfactory Ratings**

These teachers are NOT progressing toward meeting the Florida Educator Accomplished Practices (FEAP) as expected; more conferences should be conducted to provide additional opportunities for feedback and improvement. These teachers must participate in bi-monthly observations by an administrator and will be placed on a Professional Development Assistance Plan (PDAP). These additional observations will help support the decision-making process about renewal of the teacher’s contract for the next year.

The supervisor is ultimately responsible for the observation process. However, supervisors are encouraged to have the employee participate in the observation and conferencing process with different employees/supervisors. This allows employees and supervisors to gain insight from others with different experience and expertise. Any employee asked to conduct observations shall have received training in how to observe and conference. Communication must occur between all observers so that employees do not get conflicting messages and the focus on their growth is consistent. The supervisor should always be aware of the outcome of the conferences.

### **New Teacher Probationary Employee Process**

New employees to Brevard Public Schools must read and sign a Statement of Understanding acknowledging they have read the statement and understand that they are probationary employees during their first year of employment. During the probationary contract, teachers can be dismissed without cause and may resign without repercussions.

## **Interim Evaluations**

The interim evaluation is a tool used to communicate with the employee and to provide specific feedback on performance. An interim evaluation will be used when there appears to be employee performance concerns. The interim evaluation may be used at any time throughout the performance appraisal process – before the annual evaluation is completed or following the final annual evaluation. When an interim evaluation is done, all performance areas must be assessed. Interim evaluations may also be used to gather baseline data during the Probationary Process.

## **Performance Assessment, Tasks, and Timelines**

The performance appraisal system is cyclical in nature. It is a process not an event. Therefore, the following sequence of events should occur:

- A. Each instructional employee will participate with his/her supervisor in an initial performance assessment session to discuss and consider performance expectations for the teacher's specific position. It is anticipated that this planning session will occur following the discussion of the previous year's summative evaluation. The purpose of this conference summarizes and completes the previous year's evaluation cycle and initializes the calendar year for the subsequent assessment program.
- B. The supervisor and employee may schedule interim performance review(s) as needed. The specific number of reviews may depend on several factors including the nature of the performance objectives, if any, the previous performance experiences of the teacher, and the teacher's need and desire for constructive feedback.
- C. Data Collection – During the formal and informal interim reviews, the supervisor will collect data regarding each performance area. S/he should utilize the professional performance standards data collection forms contained herein.
- D. Interim performance review may be scheduled on date(s) indicated during the performance planning session or any time determined by the supervisor or employee. The two will meet to discuss the employee's performance for any performance area identified as needing improvement. The supervisor will complete a Professional Development Assistance Plan for any performance area that is identified as less than effective. This form should indicate the specific teaching behaviors that are to be acquired, improved, or deleted and identify improvement strategies with a follow-up date for review.
- E. Performance Objectives – The follow-up of the interim review should be scheduled during the initial planning session with a time interval controlled by the nature of the objective relative to length of time required for accomplishment and/or anticipated need for coaching, feedback, or assistance.

## **Continued Process Improvement Monitoring of System Design, Review & Modification**

The district project team will receive quarterly feedback from teachers and administrators about how the system is working in the on-going effort of continuous process improvement. This quarterly data will then be reviewed by Human Resources and the project team for further data analysis. Once examined, should the data show evidence which translate to the enhancement of instruction and student learning effectiveness, modifications will be made prior to the next annual review cycle. To further delineate the analysis, a third-party evaluator will complete feedback and provide process improvement criteria.

## Performance Appraisal Model

|                                   |                                                                                                                                                                                                                                                                                                                                                                  |            |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>67% Professional Practices</b> | <p><b><u>Professional Practices</u></b><br/> <b><u>Based on Florida’s Educator</u></b><br/> <b><u>Accomplished Practices</u></b></p> <p><b>45 points – Professional Practices</b></p> <p><b>8 points – Professional Growth Plan Development</b></p> <p><b>10 points – Plan Implementation</b></p> <p><b>4 points – Collaboration / Mutual Accountability</b></p> | <b>67%</b> |
|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|

|                                |                                                                                                                                                                                                                                                       |            |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>33% Student Performance</b> | <p><b><u>Individual Accountability for Student Academic Performance</u></b><br/> <b><u>Based on Identified Assessments</u></b></p> <p><b>33 points – Individual accountability for student academic performance / value added growth measures</b></p> | <b>33%</b> |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|

### Parental & Community Input

The district will provide a parent input survey to the schools to be distributed to the parents of students at the school. This survey will ask parents to respond to questions about their child's instructional program, about communication between the home and school, level of parent involvement, availability of materials, and homework. These surveys will include a comment section where parents are given the opportunity to provide input on teachers, administrators, school programs, etc. This input may be in the form of commendations or recommendations. Opportunities for feedback to teachers and administrators are also provided in the district's nine-week student progress reports and interim progress reports. School Advisory Council meetings, parent-teacher conferences, and parent-administrator conferences give parents an opportunity to share information and opinions about the school and teachers. The rubrics for relationships with students and relationships with parent/community will be used to document parent/student support of instructional teachers. Data and information from any of these sources may be used in teacher evaluations.

### Professional Growth Plans (PGP)

Each teacher sets clearly defined training objectives. The objectives are entered on the Professional Growth Planning Form. Objectives are linked to the Florida Educator Accomplished Practices. Specific and measurable student performance objectives are designed by the teacher based on the needs and characteristics of his/her class. Student objectives are linked to a state/district or school-approved student standard, such as the Florida Standards, Grade Level Expectations, School Improvement Plan Objectives, Strategic Plan Objectives or Individual Education Plans. The student performance objectives are measured by the teacher, and results are reported to the principal on the Professional Growth Plan (PGP). The PGP is reviewed and scored by a team of teacher leaders and the principal. PGP's are kept on file at the school. See the Professional Development Planning section of this document for more in-depth information about the professional development planning process.

## **Plan Development**

### **A. Development of PGP Goal**

- a. Quantitative & qualitative student performance data.
- b. Incorporates best-practice research.
- c. Based on reflection of current practice—areas for growth.
- d. Connection to School Improvement Plan (SIP).
- e. Meaningful “stretch”.

### **B. Work Plan Strategies**

- a. Defined learning and professional development.
- b. Action oriented and sustained.
- c. Direct connection to PGP goal.
- d. Defined, realistic timelines.
- e. Defined in-process measuring elements.
- f. New practice followed by feedback and/or reflection.

### **C. Outcome Measures and Reflection**

- a. Quantitative and qualitative student performance targets connected to data in “A”.
- b. Quantitative and qualitative based on changes in professional practice.

## **Plan Implementation**

### **A. Working the Plan**

- a. Fidelity in professional development and professional practice strategies.
- b. Timelines followed or adjusted with rationale.
- c. Sought feedback and support.
- d. Shared successful practice.

### **B. In-process monitoring**

- a. Ongoing reflection.
- b. Specific processes for acquiring quantitative and qualitative formative performance data from students connected to instruction.

| <b>IPPAS AT A GLANCE FOR ADMINISTRATORS - 2016-2017</b>    |                                                              |                                                                       |                                                                         |
|------------------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------|
| <b>IPPAS Requirements</b>                                  | <b>Teacher with 0-2 years of experience (1st - 3rd Year)</b> | <b>Teacher with 3 or more years of experience (4th year +)</b>        | <b>Teacher with 3 or more years of experience, but has difficulties</b> |
| <b>Professional Growth Plan [PGP]</b>                      |                                                              |                                                                       |                                                                         |
| <b>PGP Development (Options A and B)</b>                   | Draft Submission - 10/17/16<br>Final Submission - 11/18/16   | Draft Submission - 10/17/16<br>Final Submission - 11/18/16            | Draft Submission - 10/17/16<br>Final Submission - 11/18/16              |
| <b>PGP Score (Options A and B)</b>                         | Draft Feedback - 10/28/16<br>Final Feedback - 12/16/16       | Draft Feedback - 10/28/16<br>Final Feedback - 12/16/16                | Draft Feedback - 10/28/16<br>Final Feedback - 12/16/16                  |
| <b>PGP Implementation</b>                                  | 3/17/2017                                                    | AC and PSC Teachers - 3/17/17                                         | AC and PSC Teachers - 3/17/17                                           |
| <b>Formal Observations</b>                                 |                                                              |                                                                       |                                                                         |
| <b>Pre-Conference</b>                                      | Aug-2016 - Dec-2016                                          |                                                                       | As soon as the area(s) of weakness is recognized by administrator       |
| <b>Formal Observation</b>                                  |                                                              |                                                                       |                                                                         |
| <b>Post-Conference</b>                                     |                                                              |                                                                       |                                                                         |
| <b>Pre-Conference</b>                                      | Spring 2017                                                  | Fall 2016 - Spring 2017                                               | Fall 2016 - Spring 2017                                                 |
| <b>Formal Observation</b>                                  |                                                              |                                                                       |                                                                         |
| <b>Post-Conference</b>                                     |                                                              |                                                                       |                                                                         |
| <b>Informal Observations</b>                               |                                                              |                                                                       |                                                                         |
| <b>Informal Observation</b>                                | Ongoing by administrator                                     | Ongoing by administrator                                              | Ongoing by administrator                                                |
| <b>Informal Observation</b>                                | Ongoing by administrator                                     | Ongoing by administrator                                              | Ongoing by administrator                                                |
| <b>Informal Observation</b>                                | Ongoing by peer or administrator                             | Ongoing by peer or administrator for distinguished PGP implementation |                                                                         |
| <b>Informal Observation</b>                                | Ongoing by peer or administrator                             |                                                                       |                                                                         |
| <b>Midterm / Interim Evaluation</b>                        |                                                              |                                                                       |                                                                         |
| <b>Midterm Evaluation</b>                                  | 12/21/2016                                                   |                                                                       |                                                                         |
| <b>Interim Evaluation</b>                                  |                                                              |                                                                       | As soon as the area(s) of weakness is recognized by administrator       |
| <b>Additional Requirements</b>                             |                                                              |                                                                       |                                                                         |
| <b>Mid-Year Conference</b>                                 | Nov 2016 - Jan 2017                                          | Nov 2016 - Jan 2017                                                   | Nov 2016 - Jan 2017                                                     |
| <b>Self-Assessment</b>                                     | 2/3/2017                                                     | 2/3/2017                                                              | 2/3/2017                                                                |
| <b>Collaboration &amp; Mutual Accountability</b>           | Teacher Teams - 9/16/16<br>Team Scoring - 3/3/17             | Teacher Teams - 9/16/16<br>Team Scoring - 3/3/17                      | Teacher Teams - 9/16/16<br>Team Scoring - 3/3/17                        |
| <b>Summative Evaluations</b>                               |                                                              |                                                                       |                                                                         |
| <b>Annual Evaluation &amp; Summative Evaluation Part 1</b> | 4/7/2017                                                     | AC Teachers - 4/7/17<br>PSC - 05/05/17                                | AC Teachers - 4/7/17<br>PSC - 05/05/17                                  |
| <b>Summative Evaluation Part 2 2015-16</b>                 | TBA - Fall 2016                                              | TBA - Fall 2016                                                       | TBA - Fall 2016                                                         |
| <b>Summative Evaluation Part 2 2016-17</b>                 | Fall 2017                                                    | Fall 2017                                                             | Fall 2017                                                               |

Note: Due dates listed are the last possible dates to meet requirements. You may complete the required components sooner.

**Instructional Personnel Performance Appraisal System  
Rubric Classification**

| Non-Classroom Teacher Rubric                     | Resource Teacher Rubric                                                     | Classroom Teacher Rubric                          |
|--------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------|
| Certified School Counselor<br>Guidance Counselor | Instructional Coaches (Math, Science,<br>Writing, Title 1 Literacy Trainer) | Classroom Teacher<br>(Elementary, Middle, Senior) |
| Guidance Services Professional                   | Literacy Coach<br>(Elementary, Middle, High)                                | Media Specialist                                  |
| ESE Support Specialists                          | Instructional Coach, Early Childhood                                        | Speech Language Pathologist                       |
| Social Worker                                    | Resource Teachers, including FDLRS                                          | Occupational Therapist                            |
| Audiologist                                      | Teacher on Assignment<br>(Administrative Responsibilities)                  | Physical Therapist                                |
|                                                  | Adult Education Learning Specialists                                        |                                                   |
|                                                  | Student Activity Coordinator<br>(Athletic Director)                         |                                                   |
|                                                  | District Peer Mentor                                                        |                                                   |
|                                                  | Technology Integrator                                                       |                                                   |

## Classroom Teachers

### Dimension 1: Instructional Design and Lesson Planning - B.E.S.T. Module VI

| Elements                                                                                                                                                                                | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                               | Proficient<br>(7 Points)                                                                                                                                                                                              | Developing<br>(4 Points)                                                                                                                                       | Unsatisfactory<br>(1 Point)                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Sets instructional outcomes and aligns instruction with state-adopted standards</b><br><br><b>MASTERY LEARNING</b><br><b>.58</b>                                                  | 1. Learning goals and objectives are consistently clear, focus on student learning and achievement of standards and the end result is complete and coherent; directions, tasks and content reflect the full intent of the grade level content standard(s).                                                                                | 1. Lesson plans are aligned to the district adopted curriculum maps, district/state assessments and grade level content standard(s).                                                                                  | 1. Lesson plans are not consistently aligned to the district adopted curriculum maps district/state assessments grade level content Standard(s).               | 1. Lesson plans, pacing guides, when available, do not align with the district adopted curriculum maps and/or district/state assessments or grade level content standard(s). |
| <b>II. Designs instruction using student prior knowledge and diagnostic student data to build differentiated unit designs and lessons</b><br><br><b>PRIOR ACHIEVEMENT</b><br><b>.67</b> | 1. Regularly accesses and systematically uses data at the item level to find strengths and challenges both for disaggregated groups and for individual students to monitor progress toward learning goals.<br>2. Uses these data to accurately refine and modify instruction for whole group, small groups, and for specific individuals. | 1. Makes accurate use of student achievement data and uses prior student knowledge when making instructional decisions.                                                                                               | 1. Accesses data to view class achievement and examines data but shows little application to make instructional decisions linked to analysis of data.          | 1. Relies on someone else to access student achievement data.<br>2. Does not consider data to make changes in instruction.                                                   |
| <b>III. Designs ways to monitor learning and student acquisition of the standards</b><br><br><b>UNIT GOALS</b><br><b>.56</b>                                                            | 1. High quality classroom performance tasks, questions, and/or assessments are designed to accurately measure student learning of the lesson objectives or unit goals and that reflect the depth and rigor of the grade level content standard(s).                                                                                        | 1. Performance tasks, questions, and/or assessments are planned in detail around clearly defined lesson or unit objectives and grade level content standard(s).                                                       | 1. Lesson plans or units are based on activities or resources rather than focused on grade level content standards.                                            | 1. There is little evidence of monitored learning or use of appropriate instructional resources to support student learning and mastery of the standards.                    |
| <b>IV. Requires students to understand and demonstrate skills and competencies</b>                                                                                                      | 1. Unit objectives and tasks are aligned to the full intent of the grade level content standard(s). They are embedded within the unit and/or require a performance component for students to demonstrate what they know and are able to do.                                                                                               | 1. Unit objectives and tasks are aligned with state-adopted standard(s) and are written in student-friendly language and students understand what they are expected to know and be able to do by the end of the unit. | 1. Although students are aware of the posted unit objective, they rely on teacher direction to focus them on what they are expected to know and be able to do. | 1. Unit objectives are not known to students and students do not know what they are expected to know and be able to do.                                                      |

#### DRIVING STANDARDS-BASED INSTRUCTION

## Dimension 2: Learning Environment - B.E.S.T. Module III

| Elements                                                                                                                                                 | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                     | Proficient<br>(7 Points)                                                                                                                                                                                                           | Developing<br>(4 Points)                                                                                                                                                                                        | Unsatisfactory<br>(1 Point)                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Creates and maintains a safe and organized learning environment</b>                                                                                | <ol style="list-style-type: none"> <li>Ensures student safety needs are consistently met.</li> <li>Establishes and maintains a comfortable, safe, and inviting learning environment that is organized to facilitate a focus on learning.</li> </ol>                                                                             | <ol style="list-style-type: none"> <li>Implements and routinely reinforce school behavioral rules and regulations and established procedures to ensure student safety needs are met.</li> </ol>                                    | <ol style="list-style-type: none"> <li>Does not consistently reinforce school behavioral rules and regulations.</li> </ol>                                                                                      | <ol style="list-style-type: none"> <li>Is non-compliant and/or negligent with regard to supervision of students inside and outside the classroom setting.</li> <li>Teachers are not clear about established procedures in emergency situations.</li> </ol>                                                                               |
| <b>II. Promotes a flexible, inclusive, collaborative, and student-centered learning environment</b><br><br><b>PROBLEM SOLVING LEARNING</b><br><b>.61</b> | <ol style="list-style-type: none"> <li>Facilitate creating an environment where students assume responsibility for protecting instructional time and hold themselves accountable for learning.</li> </ol>                                                                                                                       | <ol style="list-style-type: none"> <li>Assumes responsibility for student learning.</li> </ol>                                                                                                                                     | <ol style="list-style-type: none"> <li>In the absence of known procedures, students spend time waiting for teacher re-direction in order to engage in independent work or cooperative group work.</li> </ol>    | <ol style="list-style-type: none"> <li>Fails to use procedures for independent and/or cooperative group work.</li> </ol>                                                                                                                                                                                                                 |
| <b>III. Allocates and manages time, space, and resources</b><br><br><b>TIME ON TASK</b><br><b>.38</b>                                                    | <ol style="list-style-type: none"> <li>Individual needs of students are met as both the teacher and students highly organize time, space, and resources to maximize learning.</li> </ol>                                                                                                                                        | <ol style="list-style-type: none"> <li>Learning experiences, activities and physical spaces are organized and facilitated by the teacher in such a way that students have adequate time for learning.</li> </ol>                   | <ol style="list-style-type: none"> <li>Failure to utilize and maintain learning experiences, activities and facilities/equipment, which result in a loss of learning opportunities.</li> </ol>                  | <ol style="list-style-type: none"> <li>Poor use of physical resources, time and space is evident and/or learning is not accessible to some students resulting in considerable down-time.</li> </ol>                                                                                                                                      |
| <b>IV. Manages student conduct</b><br><br><b>CLASSROOM MANAGEMENT</b><br><b>.52</b>                                                                      | <ol style="list-style-type: none"> <li>Students contribute to designing the classroom rules and standards of conduct upheld by all members of the classroom.</li> <li>The focus of proactive discipline is to maximize student learning time, and students show a respect for the rights of other students to learn.</li> </ol> | <ol style="list-style-type: none"> <li>Teacher is alert to student behavior at all times and manages student conduct.</li> <li>Consequences for inappropriate behavior are reasonable, clear, and consistently applied.</li> </ol> | <ol style="list-style-type: none"> <li>Teacher is generally aware but misses the activities of some students.</li> <li>Rules and consequences for inappropriate behavior are inconsistently applied.</li> </ol> | <ol style="list-style-type: none"> <li>Teacher's response to student behavior is negative and counterproductive or nonexistent.</li> </ol>                                                                                                                                                                                               |
| <b>V. Creates a Positive Environment of Respect and Rapport</b><br><br><b>TEACHER - STUDENT RELATIONSHIPS</b><br><b>.72</b>                              | <ol style="list-style-type: none"> <li>Teacher interactions with students reflect genuine respect and caring for individuals as well as groups of students.</li> <li>Students demonstrate caring for one another in the classroom setting.</li> </ol>                                                                           | <ol style="list-style-type: none"> <li>Teacher-student interactions are friendly and demonstrate general respect and caring.</li> </ol>                                                                                            | <ol style="list-style-type: none"> <li>Teacher-student interactions are generally appropriate but may reflect occasional inconsistencies, favoritism, or disregard for students' cultures.</li> </ol>           | <ol style="list-style-type: none"> <li>Teacher interaction with at least some students is negative, demeaning, sarcastic, or inappropriate to the age or culture of the students.</li> <li>Students exhibit disrespect for the teacher.</li> <li>Student interactions are characterized with conflict, sarcasm, or put-downs.</li> </ol> |

**Dimension 2: Learning Environment - continued**

| Elements                                                                                                                | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                                                                | Proficient<br>(7 Points)                                                                                                                                                                                                                                                      | Developing<br>(4 Points)                                                                                                                                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>VI. Models and teaches clear, acceptable communication skills</b><br/> <b>TEACHER CLARITY</b><br/> <b>.75</b></p> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clear to students and anticipate possible misunderstanding.</li> <li>2. Teacher's spoken and written language conform to standard English and contain well-chosen vocabulary that enriches the lesson.</li> <li>3. Teacher finds opportunities to extend student vocabulary.</li> </ol> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clear to students.</li> <li>2. Teacher's spoken and written language conform to standard English.</li> <li>3. Teacher uses academic language and content vocabulary accurately.</li> </ol> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clarified to students after initial student confusion.</li> <li>2. Limited use of academic language and content vocabulary.</li> </ol> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are confusing to students.</li> <li>2. Teacher's spoken or written language contains errors in spelling, grammar, or syntax.</li> </ol> |
| <p><b>VII. Maintains a climate of inquiry</b><br/> <b>.31</b></p>                                                       | <ol style="list-style-type: none"> <li>1. Engages all students in problem solving inquiry-based activities through the use of high level questioning techniques, discovery learning, shared inquiry/Socratic discussions that generate real world applications.</li> <li>2. Ideally teachers can take a back seat and discussions can be student-led.</li> </ol>           | <ol style="list-style-type: none"> <li>1. Engages all students in problem solving inquiry-based activities through the use of high level questioning.</li> </ol>                                                                                                              | <ol style="list-style-type: none"> <li>1. Includes some problem solving and inquiry-based activities.</li> </ol>                                                                                                          | <ol style="list-style-type: none"> <li>1. Instruction does not include problem solving or inquiry-based activities.</li> </ol>                                                                                         |

### Dimension 3: Instructional Delivery & Facilitation - B.E.S.T. Module V

| Elements                                                                                                                                                                                                                                    | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Proficient<br>(7 Points)                                                                                                                                                                                                                                                                                                   | Developing<br>(4 Points)                                                                                                                                                                                                                                                                 | Unsatisfactory<br>(1 Point)                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>I. Utilizes knowledge of the subject to enrich students' understanding, identifies gaps in students' learning, modifies instruction to respond to student misconceptions</b></p> <p><b>PROVIDING FORMATIVE EVALUATION</b><br/>.90</p> | <ol style="list-style-type: none"> <li>1. Instruction is based on rich content knowledge that is accurate, current and consistent with sound practices of the discipline and reflects the full intent of the grade level content standard(s).</li> <li>2. Checks for understanding throughout the lesson, identifies learning gaps and adjusts instruction throughout the lesson.</li> <li>3. Anticipates problems and uses multiple intervention strategies to assist student understanding and performance.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction is based on content knowledge that is accurate and current reflects the full intent of the grade level content standard(s).</li> <li>2. Recognizes problems and makes adjustments during the lesson in response to student understanding and performance.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction is based on a general understanding of content knowledge that is accurate but fails to reflect the most current knowledge of the discipline.</li> <li>2. Teacher does not recognize gaps in learning during the lesson.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction references inaccurate, outdated content knowledge.</li> <li>2. Teacher does not use checks for understanding during the lesson.</li> </ol>                                                         |
| <p><b>II. Employs higher order questions</b></p> <p><b>QUESTIONING</b><br/>.46</p>                                                                                                                                                          | <ol style="list-style-type: none"> <li>1. Strategic teacher questioning requires students to think critically, problem solve, and defend or justify their answers.</li> <li>2. Much of the questioning involves analysis and synthesis.</li> </ol>                                                                                                                                                                                                                                                                       | <ol style="list-style-type: none"> <li>1. Most teacher questions encourage thoughtful and extended responses while some are of lower level and can be answered with few words.</li> </ol>                                                                                                                                  | <ol style="list-style-type: none"> <li>1. Few teacher questioning strategies invite quality responses.</li> <li>2. Teacher is quick to provide the correct answers and students are not given the opportunity to think things through.</li> </ol>                                        | <ol style="list-style-type: none"> <li>1. Questioning is knowledge level and is solely teacher-driven.</li> </ol>                                                                                                                                        |
| <p><b>III. Applies varied instructional strategies and resources, including technology as appropriate, to support student learning</b></p> <p><b>TEACHING STRATEGIES</b><br/>.60</p>                                                        | <ol style="list-style-type: none"> <li>1. Uses a variety of instructional strategies and resources that engage and challenge all students and support instructional outcomes.</li> <li>2. Use of technology by students to create new products or develop new knowledge and/or skill.</li> </ol>                                                                                                                                                                                                                         | <ol style="list-style-type: none"> <li>1. Uses some instructional strategies to engage students and support instructional outcomes for all students.</li> <li>2. Students use technology as a learning tool.</li> </ol>                                                                                                    | <ol style="list-style-type: none"> <li>1. Makes use of instructional strategies to support student understanding but with limited student engagement and/or application of the content.</li> <li>2. Use of technology is limited to delivery of curriculum content.</li> </ol>           | <ol style="list-style-type: none"> <li>1. Classroom time is often filled with activities that merely consume time and do not contribute to instructional outcomes.</li> <li>2. Use of technology is not evident, even when readily available.</li> </ol> |
| <p><b>IV. Delivers engaging, challenging and relevant lessons</b></p> <p><b>DIRECT INSTRUCTION</b><br/>.59</p>                                                                                                                              | <ol style="list-style-type: none"> <li>1. High levels of rigor and relevance consistently challenge students to be intellectually engaged throughout the entire lesson including texts at or above the complexity level expected for the grade level.</li> </ol>                                                                                                                                                                                                                                                         | <ol style="list-style-type: none"> <li>1. Lessons (and units) are designed to provide students with intellectually engaging, rigorous curriculum including texts at or above the complexity level expected for the grade level.</li> </ol>                                                                                 | <ol style="list-style-type: none"> <li>1. Lessons (and units) spend the majority of the class time on knowledge level tasks.</li> </ol>                                                                                                                                                  | <ol style="list-style-type: none"> <li>1. Lessons (and units) are too easy for the majority of students, and class time is spent on busy work with low intellectual engagement.</li> </ol>                                                               |

### Dimension 3: Instructional Delivery & Facilitation

| Elements                                                                                                | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                  | Proficient<br>(7 Points)                                                                                                                                                                                                                                   | Developing<br>(4 Points)                                                                                                                                                                                              | Unsatisfactory<br>(1 Point)                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>V. Differentiates instruction</b><br><br><b>COMPREHENSION<br/>INTERVENTION FOR ESE</b><br><b>.77</b> | 1. Each unit of instruction contains evidence (observed or documented) that the teacher has reviewed information such as student inventories, interest surveys, or performance data to provide varied opportunities for students to process information, develop differing products, or acquire new content. | 1. There is evidence of regular review of student differences in making academic decisions for the classroom.<br>2. Students have some opportunities to vary how they learn information or produce products based on their varied abilities and interests. | 1. There is limited evidence of regular review of student differences when planning learning experiences or assessments.<br>2. The teacher demonstrates limited use of student information to vary how students work. | 1. Observations, discussions with the teacher, and/or review of lesson plans fail to demonstrate that the teacher differentiates lessons or assessments to meet the varied needs of his/her students. |
| <b>VI. Provides immediate and specific feedback to students</b><br><br><b>FEEDBACK</b><br><b>.73</b>    | 1. Provides timely, specific, and consistent feedback during guided practice, discussion and major activities to all students.                                                                                                                                                                               | 1. Provides timely and consistent feedback.                                                                                                                                                                                                                | 1. Feedback does not provide specific information for students to make error corrections or is not timely enough to improve performance.                                                                              | 1. Provides limited or no feedback: feedback provided is not provided in a timely manner.                                                                                                             |

## Dimension 4: Assessment - B.E.S.T. Module IV

| Elements                                                                                                                                                                                                                                                            | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Proficient<br>(7 Points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Developing<br>(4 Points)                                                                                                                                                                                                                                                                                                                                                                         | Unsatisfactory<br>(1 Point)                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Analyzes and applies data from multiple measures to diagnose students' learning needs, inform instruction, and monitor progress.</b>                                                                                                                          | <ol style="list-style-type: none"> <li>1. Consciously plans and uses pre-assessment, formative and summative assessment data strategically to set learning goals and adjust scaffolding based on student needs.</li> <li>2. Students and the teacher analyze data results from multiple assessments to make decisions about progress and to develop appropriate interventions relative to the students' needs.</li> </ol>                                                                                                                                                                                                                                   | <ol style="list-style-type: none"> <li>1. Gathers formative and summative data during instruction and uses data to inform instruction.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                    | <ol style="list-style-type: none"> <li>1. Uses summative assessment data to determine that students have achieved instructional outcomes.</li> </ol>                                                                                                                                                                                                                                             | <ol style="list-style-type: none"> <li>1. Does not incorporate assessment data to monitor and adjust instruction or to differentiate assessment for individuals.</li> </ol>                                                                                                                                                                                                       |
| <b>II. Modifies formative and summative assessments to accommodate diversity</b><br><br><b>PROVIDES FORMATIVE EVALUATIONS</b><br><b>.90</b>                                                                                                                         | <ol style="list-style-type: none"> <li>1. Consistently differentiates assessments by content, process and/or product to address the unique learning differences of students who have a wide range of learning styles and abilities.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                              | <ol style="list-style-type: none"> <li>1. Occasionally differentiates assessments to address the unique learning differences of students who have a wide range of learning styles and abilities.</li> </ol>                                                                                                                                                                                                                                                                                                                          | <ol style="list-style-type: none"> <li>1. Little evidence is provided that assessments are differentiated to meet the needs of students' learning styles or abilities.</li> </ol>                                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>1. Required student accommodations for assessment are not provided.</li> </ol>                                                                                                                                                                                                                                                             |
| <b>III. Communicates assessment data to students and parents</b><br><br><b>COMMUNICATE WITH SCHOOLS &amp; PARENTS (grade reporting in isolation; absence of parent/teacher rapport/relationship)</b><br><b>.14</b><br><br><b>PARENTAL INVOLVEMENT</b><br><b>.51</b> | <ol style="list-style-type: none"> <li>1. Clearly communicates assessment criteria, due dates, and grading methodology in accordance with district procedures to promote student learning.</li> <li>2. Proactively creates and maintains frequent and effective two-way communication with students and parents (e.g., student-led conferences, etc.)</li> <li>3. Uses technology to organize, monitor, and communicate student learning and assessment information to appropriate stakeholders.</li> <li>4. Provides all parents with information specific to their child, about standards and expectations in a format parents can understand.</li> </ol> | <ol style="list-style-type: none"> <li>1. Completes and regularly updates grades and progress reports in accordance with district procedures to allow students to check their own progress.</li> <li>2. Uses conferences with parents and students to share assessment data with parents.</li> <li>3. Uses technology to communicate student learning and assessment information to appropriate stakeholders in a timely manner.</li> <li>4. Provides parents with information about academic standards and expectations.</li> </ol> | <ol style="list-style-type: none"> <li>1. Does not consistently communicate progress with students and parents in a timely fashion.</li> <li>2. Struggles to use technology to communicate student learning and assessment information to appropriate stakeholders in a timely manner.</li> <li>3. Provides limited information to parents about academic standards and expectations.</li> </ol> | <ol style="list-style-type: none"> <li>1. Does not proactively complete grades and progress reports according to the district's schedule.</li> <li>2. Does not use technology to communicate student learning and assessment information to appropriate stakeholders.</li> <li>3. Does not provide parents with information about academic standards and expectations.</li> </ol> |

## Dimension 5: Professional Responsibilities & Ethical Conduct - B.E.S.T. Module I

| Elements                                                                                                                    | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Proficient<br>(7 Points)                                                                                                                                                                                                                                                    | Developing<br>(4 Points)                                                                                                                                                                                                                                                                                                                                                | Unsatisfactory<br>(1 Point)                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Demonstrates professional responsibilities, punctuality, attendance, and timely completion of records and reports</b> | <ol style="list-style-type: none"> <li>1. Complies fully with and consistently with professional responsibilities, school rules, policies and procedures regarding punctuality and attendance.</li> <li>2. Consistently maintains and reports current information on students, lesson plans, and other required data.</li> </ol>                                                                                                                                                                                                         | <ol style="list-style-type: none"> <li>1. Usually complies with professional responsibilities, school rules, policies and procedures.</li> <li>2. Usually updates and reports information on students, lesson plans, reports and other required data.</li> </ol>            | <ol style="list-style-type: none"> <li>1. Inconsistently complies with professional responsibilities, school rules, policies and procedures.</li> <li>2. Has a system that is rudimentary and only partially effective for maintaining student information, lesson plans, reports, and other data.</li> </ol>                                                           | <ol style="list-style-type: none"> <li>1. Does not comply with professional responsibilities, school rules, policies and procedures.</li> <li>2. Maintenance and reporting of information on students, lesson plans, and other required data is incomplete and/or out of date.</li> </ol>             |
| <b>II. Complies with school and district policies, procedures, programs, and the Florida Code of Ethics for educators</b>   | <ol style="list-style-type: none"> <li>1. Complies fully with district and school policies, rules, procedures and/or the Florida Code of Ethics for educators.</li> </ol>                                                                                                                                                                                                                                                                                                                                                                | <ol style="list-style-type: none"> <li>1. Usually complies with district and school policies, rules, procedures and the Florida Code of Ethics for educators.</li> </ol>                                                                                                    | <ol style="list-style-type: none"> <li>1. Inconsistently complies with district and school policies, rules, procedures and/or the Florida Code of Ethics for educators.</li> </ol>                                                                                                                                                                                      | <ol style="list-style-type: none"> <li>1. Does not comply with district and school policies, rules, procedures and/or the Florida Code of Ethics for educators.</li> </ol>                                                                                                                            |
| <b>III. Demonstrates professionalism</b>                                                                                    | <ol style="list-style-type: none"> <li>1. Consistently displays conduct based on the highest professional standards.</li> <li>2. Consistently acts honestly and with integrity when dealing with students, parents, colleagues and/or the community.</li> <li>3. Demonstrates a pattern of participation in district and school initiatives, contributes to decision-making processes, serves on sub-committees and/or disseminates information when appropriate.</li> </ol>                                                             | <ol style="list-style-type: none"> <li>1. Deals with students, parents and/or colleagues with honesty and integrity.</li> <li>2. Frequently participates in and implements school and district initiatives.</li> </ol>                                                      | <ol style="list-style-type: none"> <li>1. Uses poor judgment when dealing with students, parents and/or colleagues.</li> <li>2. Rarely participates in and/or implements school and district initiatives.</li> </ol>                                                                                                                                                    | <ol style="list-style-type: none"> <li>1. Displays unethical or dishonest conduct when dealing with students, parents and/or colleagues.</li> <li>2. Does not participate in or implement school and district initiatives.</li> </ol>                                                                 |
| <b>IV. Initiates professional communication with appropriate stakeholders</b>                                               | <ol style="list-style-type: none"> <li>1. Promotes a two way partnership between school and home.</li> <li>2. Maintains regular communication between classroom and student's family regarding the instructional program and the child's progress.</li> <li>3. Connects frequently and successfully to families and communities. (e.g. newsletters, family nights, websites, electronic communication, and phone calls).</li> <li>4. Students and their families understand what they are expected to know and be able to do.</li> </ol> | <ol style="list-style-type: none"> <li>1. Provides regular information about the instructional program.</li> <li>2. Is available as needed to respond to parental concerns.</li> <li>3. Makes efforts to successfully connect families, school, and communities.</li> </ol> | <ol style="list-style-type: none"> <li>1. Participates in school's activities for parent communication but offers limited information regarding the instructional program.</li> <li>2. Partially address parents' concerns with little or no follow up.</li> <li>3. Makes minimal attempts to connect families and communities to the instructional program.</li> </ol> | <ol style="list-style-type: none"> <li>1. Provides little or no information about the instructional program.</li> <li>2. Does not respond or responds inappropriately to parental concerns.</li> <li>3. Makes no attempt to connect families and communities to the instructional program.</li> </ol> |
| <b>V. Provides information about school and community resources to parents</b>                                              | <ol style="list-style-type: none"> <li>1. Consistently provides all parents with multiple strategies and opportunities to assist with student learning.</li> <li>2. Consistently provides parents with information about the school, community events and resources.</li> </ol>                                                                                                                                                                                                                                                          | <ol style="list-style-type: none"> <li>1. Provides strategies and opportunities for parents to assist with student learning.</li> <li>2. Provides parents with information about the school, community events and resources.</li> </ol>                                     | <ol style="list-style-type: none"> <li>1. Provides opportunities for parents to assist with student learning.</li> <li>2. Provides parents with limited information about community events and resources.</li> </ol>                                                                                                                                                    | <ol style="list-style-type: none"> <li>1. Does not provide or promote opportunities for parents to assist with student learning.</li> <li>2. Does not provide parents with information about community events and resources.</li> </ol>                                                               |

## Non Classroom Teachers

### Dimension 1: Instruction/Intervention Planning and Design for Non Classroom Teachers

| Elements                                                                                                                                                               | Distinguished<br>(9 Points)                                                                                                                                                                                                                                  | Proficient<br>(7 Points)                                                                                                                                                                                         | Developing<br>(4 Points)                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                         |
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| <b>I. Uses a collaborative problem-solving framework as the basis for identification and planning for academic, behavioral, and health interventions and supports.</b> | 1. Provides a leadership role by training others and facilitating team members' ability to identify, problem solve, and plan academic and behavioral interventions.                                                                                          | 1. Works with team and team members to identify, problem solve, and plan academic, behavioral, and health interventions.                                                                                         | 1. Practice is emerging but requires supervision, support, and/or training to be effective independently. | 1. Does not work with team to identify, problem solve, and plan academic and behavioral interventions.<br>2. Ineffectively demonstrates the practice/skill required |
| <b>II. Plans and designs instruction/intervention based on data and aligns efforts with the school and district improvement plans and state and federal mandates.</b>  | 1. Trains or mentors others in collecting and using multiple sources of data, including classroom, district, and state assessments, to design and plan instruction and interventions that are aligned with school improvement priorities and other mandates. | 1. Uses multiple sources of data, including classroom, district, and state assessments, to design and plan instruction and interventions that are aligned with school improvement priorities and other mandates. | 1. Practice is emerging but requires supervision, support, and/or training to be effective independently. | 1. Instruction and interventions are not aligned with school improvement priorities and other mandates                                                              |
| <b>III. Applies evidence-based research and best practices to improve instruction/interventions.</b>                                                                   | 1. Applies evidenced-based best practices when developing and planning instruction and interventions across all levels (individual, targeted group, school, systems).                                                                                        | 1. Applies evidence-based and best practices when developing and planning instruction and intervention.                                                                                                          | 1. Practice is emerging but requires supervision, support, and/or training to be effective independently. | 1. Fails to apply or poorly applies evidence-based and best practices when developing and planning instruction and intervention                                     |
| <b>IV. Develops intervention support plans that help the student, family, or other community agencies and systems of support to reach a desired goal.</b>              | 1. Collaborates to identify systems- level needs, resources, and infrastructure to access services and supports.                                                                                                                                             | 1. Develops a support plan that reflects the goals of student/client systems and supports the goal.                                                                                                              | 1. Practice is emerging but requires supervision, support, and/or training to be effective independently. | 1. Support plans are ineffectively developed                                                                                                                        |

## Dimension 2: Learning Environment for Non Classroom Teachers

| Elements                                                                                                                                                    | Distinguished<br>(9 Points)                                                                                                                                                                  | Proficient<br>(7 Points)                                                                                                                                                                    | Developing<br>(4 Points)                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                       |
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| <b>I. Collaborates with teachers and administrators to develop and implement school-wide positive behavior supports.</b>                                    | 1. Interacts with school, district, parents, and community partners to sustain and promote effective system-wide programs/services that result in a healthy school climate.                  | 1. Interacts with school personnel to promote and implement school-wide positive behavior supports.                                                                                         | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective. | 1. Does not interact with school personnel to promote and implement school-wide positive behavior supports.<br>2. Poorly demonstrates the practice/skill required |
| <b>II. Collaborates with school personnel and students to foster student engagement (e.g., involvement, motivation, persistence, resilience ownership).</b> | 1. Examines need and feasibility for systemic intervention to support and increase student engagement.                                                                                       | 1. Consults with school staff and students to identify strengths and weaknesses as part of problem solving and intervention planning to increase student engagement                         | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective. | 1. Does not consult with school personnel to support and /or increase student engagement.<br>2. Ineffectively demonstrates the practice/skill required            |
| <b>III. Integrates relevant cultural issues and contexts that impact family–school partnerships.</b>                                                        | 1. Creates and promotes multicultural understanding and dialogue through training and information dissemination to examine the broader context of cultural issues that impact family–school. | 1. Identifies relevant cultural issues and contexts that impact family–school partnerships and uses this knowledge as the basis for problem solving related to prevention and intervention. | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective. | 1. Does not or ineffectively demonstrates knowledge of cultural influences on students, teachers, communication styles, techniques, and practices.                |
| <b>IV. Promotes a continuum of crisis intervention services</b>                                                                                             | 1. Engages the learning community in strengthening crisis preparedness and response by organization, training, and information dissemination.                                                | 1. Collaborates in crisis planning, prevention, response, and recovery and/or collaborates in implementing/evaluating programs.                                                             | 1. Practice is emerging but requires supervision, support and/or training to be independently effective.  | 1. Does not effectively demonstrate skills related to intervention services.                                                                                      |
| <b>V. Allocates and manages time, space, and resources</b>                                                                                                  | 1. Arranges physical resources to assure accessibility to all stakeholders.                                                                                                                  | 1. Use of physical resources and space contribute to student success.                                                                                                                       | 1. Use of physical space limits accessibility to parents and students.                                    | 1. Poor use of physical space and resources.                                                                                                                      |
| <b>VI. Models clear, acceptable communication skills</b>                                                                                                    | 1. Spoken and written language conforms to standard English and contains well-chosen vocabulary.                                                                                             | 1. Spoken and written language conforms to standard English.                                                                                                                                | 1. Spoken and written language is not always clear and understood.                                        | 1. Poor use of standard English.                                                                                                                                  |
| <b>VII.Directions, procedures, and feedback are clear to all stakeholders</b>                                                                               | 1. Directions, procedures, and feedback are clear to all stakeholders.                                                                                                                       | 1. Directions, procedures, and feedback are clear to most stakeholders.                                                                                                                     | 1. Directions, procedures, and feedback are clarified to stakeholders after initial confusion             | 1. Directions and procedures are confusing.                                                                                                                       |

### Dimension 3: Instructional Delivery & Facilitation for Non Classroom Teachers

| Elements                                                                                                                                                                                                                         | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                                                 | Proficient<br>(7 Points)                                                                                                                                                                                                                                                                        | Developing<br>(4 Points)                                                                                                                                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Collaborates with school-based and/or district-level teams to develop and maintain a multi-tiered continuum of services to support the academic, social, emotional, and behavioral success and health of all students.</b> | <ol style="list-style-type: none"> <li>Facilitates the development of services at the school/ district level by planning and implementing interventions that address systemic issues/concerns.</li> <li>Facilitates and uses various technology for implementing interventions on regular basis.</li> </ol> | <ol style="list-style-type: none"> <li>Facilitates the development of services at the school level by planning and implementing interventions whose intensity matches student, group, or school needs.</li> <li>Uses various technology for implementing interventions periodically.</li> </ol> | <ol style="list-style-type: none"> <li>Practice is emerging but requires supervision, support, and/or training to be independently effective.</li> <li>Uses various technology for interventions occasionally.</li> </ol> | <ol style="list-style-type: none"> <li>Does not contribute to the development and implementation of services at the school level ineffectively demonstrates the practice/skill required.</li> <li>Does not use various technology for interventions.</li> </ol> |
| <b>II. Consults and collaborates at the school/systems level to plan, implement, and evaluate academic and social-emotional/behavioral services.</b>                                                                             | <ol style="list-style-type: none"> <li>Consults and collaborates at the school/systems level to plan, implement, and evaluate academic and social-emotional/behavioral services.</li> </ol>                                                                                                                 | <ol style="list-style-type: none"> <li>Consults and collaborates at the individual, family, and group levels to plan, implement, and evaluate academic, social-emotional/behavioral, and health services.</li> </ol>                                                                            | <ol style="list-style-type: none"> <li>Practice is emerging but requires supervision, support, and/or training to be independently effective.</li> </ol>                                                                  | <ol style="list-style-type: none"> <li>Does not consult/collaborate</li> <li>Demonstrates practice/skill ineffectively when planning, implementing, or evaluating academic and social-emotional/behavioral services.</li> </ol>                                 |
| <b>III. Implements evidence-based practices within a multi-tiered framework.</b>                                                                                                                                                 | <ol style="list-style-type: none"> <li>Assists in identifying and implementing evidence-based practices relevant to system-wide (school or district) interventions and supports.</li> </ol>                                                                                                                 | <ol style="list-style-type: none"> <li>Incorporates evidence-based practices in the implementation of interventions for individual students and targeted groups.</li> </ol>                                                                                                                     | <ol style="list-style-type: none"> <li>Practice is emerging but requires supervision, support, and/or training to be independently effective.</li> </ol>                                                                  | <ol style="list-style-type: none"> <li>Does not incorporate.</li> <li>Ineffectively demonstrates evidence-based practices when implementing interventions for individual students and targeted groups.</li> </ol>                                               |
| <b>IV. Identifies, provides, and/or refers for supports designed to help students overcome barriers that impede learning.</b>                                                                                                    | <ol style="list-style-type: none"> <li>Identifies the systemic barriers to learning and facilitates the development of broader support systems for stakeholders.</li> </ol>                                                                                                                                 | <ol style="list-style-type: none"> <li>Identifies barriers to learning and connects students with resources that support positive student outcomes/goals.</li> </ol>                                                                                                                            | <ol style="list-style-type: none"> <li>Practice is emerging but requires supervision, support, and/or training to be independently effective.</li> </ol>                                                                  | <ol style="list-style-type: none"> <li>Does not identify barriers to learning or connect students with resources that support positive outcomes/goals.</li> <li>Ineffectively demonstrates the practice/skill required.</li> </ol>                              |
| <b>V. Promotes student outcomes related to transitional needs.</b>                                                                                                                                                               | <ol style="list-style-type: none"> <li>Develops/plans district-level or school-level policies/interventions/supports that address student transitional needs.</li> </ol>                                                                                                                                    | <ol style="list-style-type: none"> <li>Develops/plans interventions or programs to increase student engagement (e.g., attendance, on-task behavior, rigorous/relevant instruction, participation in school activities) and support attainment of transitional needs.</li> </ol>                 | <ol style="list-style-type: none"> <li>Practice is emerging but requires supervision, support, and/or training to be independently effective.</li> </ol>                                                                  | <ol style="list-style-type: none"> <li>Does not develop interventions that increase student engagement or support attainment of postsecondary goals OR ineffectively demonstrates practice/skill required.</li> </ol>                                           |

**Dimension 3: Instructional Delivery & Facilitation for Non Classroom Teachers - *continued***

| Elements                                                                                                                             | Distinguished<br>(9 Points)                                                                                                         | Proficient<br>(7 Points)                                                                                                                                         | Developing<br>(4 Points)                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                                              |
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| <b>VI. Provides relevant information regarding child and adolescent development, barriers to learning, and student risk factors.</b> | 1. Develops/provides trainings that include best practices related to developmental issues, barriers to learning, and risk factors. | 1. Provides students, staff, and parents with information, research, and best practices related to developmental issues, barriers to learning, and risk factors. | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective. | 1. Does not inform students, staff, or parents about best practices related to developmental issues, barriers to learning, or risk factors OR demonstrates practice/skill ineffectively. |

## **Dimension 4: Assessment for Non Classroom Teachers**

| <b>Elements</b>                                                                                                                                                                                                                                       | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                           | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                                                                                                                                                                                                       | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                                               | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                                                                                                                                                                                                                         |
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| <b>I. Collects and uses data to develop and implement interventions within a problem-solving framework.</b>                                                                                                                                           | <ol style="list-style-type: none"> <li>1. Uses and/or facilitates collecting district data relevant to informing problem identification, problem analysis, and intervention design at the systems level.</li> </ol>                                                                                                                           | <ol style="list-style-type: none"> <li>1. Uses available school data and collects additional student data (e.g., screening, progress monitoring, and diagnostic assessment) relevant to informing problem identification, problem analysis, and intervention design.</li> </ol>                                                                                                                        | <ol style="list-style-type: none"> <li>1. Practice is emerging but requires supervision, support, and/or training to be effective independently.</li> </ol>                                                                                                                    | <ol style="list-style-type: none"> <li>1. Does not collect or use data to inform interventions within a problem-solving framework</li> <li>2. Ineffectively demonstrates the practice/skill required</li> </ol>                                                                                                                                                                                                                             |
| <b>II. Analyzes multiple sources of qualitative and quantitative data to inform decision making to monitor student progress (academic, social/emotional/behavioral) and health and evaluate the effectiveness of services on student achievement.</b> | <ol style="list-style-type: none"> <li>1. Analyzes, integrates, and interprets data from multiple sources at the school or district level, and uses the data to inform systems-level decisions.</li> <li>2. Uses school or district data to monitor the effectiveness of MTSS supports and district intervention program outcomes.</li> </ol> | <ol style="list-style-type: none"> <li>1. Analyzes, integrates, and interprets data from multiple sources at the individual and group level, and uses the data to inform decisions.</li> <li>2. Uses individual and group data to monitor student progress, evaluate the effectiveness of academic and behavioral instruction/intervention, and modify interventions based on student data.</li> </ol> | <ol style="list-style-type: none"> <li>1. Practice is emerging but requires supervision, support, and/or training to be effective independently.</li> <li>2. Practice is emerging but requires supervision, support, and/or training to be effective independently.</li> </ol> | <ol style="list-style-type: none"> <li>1. Does not analyze, integrate, and interpret data from multiple source or use data to inform decisions</li> <li>2. Ineffectively demonstrates the practice/skill required</li> <li>3. Does not monitor student progress or evaluate the effectiveness of</li> <li>4. Academic and behavioral instruction/intervention</li> <li>5. Ineffectively demonstrates the practice skill required</li> </ol> |
| <b>III. Shares student performance data in a relevant and understandable way with students, parents, and administrators.</b>                                                                                                                          | <ol style="list-style-type: none"> <li>1. Provides feedback on student performance and for effective assessment data to stakeholders (students, teachers, parents, administrators, school teams) and presents data in a way that is understandable and relevant to stakeholder interest/needs.</li> </ol>                                     | <ol style="list-style-type: none"> <li>1. Provides feedback on student performance and/or for effective assessment data to stakeholders (students, teachers, parents, administrators, school teams) and presents data in a way that is understandable and relevant to stakeholder interest/needs.</li> </ol>                                                                                           | <ol style="list-style-type: none"> <li>1. Practice is emerging but requires supervision, support, and/or training to be effective independently.</li> </ol>                                                                                                                    | <ol style="list-style-type: none"> <li>1. Does not provide feedback on student performance and other assessment data</li> <li>2. Does not present data in a way that is understandable and relevant</li> <li>3. Ineffectively demonstrates the practice/skill required</li> </ol>                                                                                                                                                           |

## Dimension 5: Professional Responsibilities & Ethical Practice for Non Classroom Teachers

| Elements                                                                                                                                                          | Distinguished<br>(9 Points)                                                                                                                                                                                                                        | Proficient<br>(7 Points)                                                                                                                                                                                                        | Developing<br>(4 Points)                                                                                                                                                                   | Unsatisfactory<br>(1 Point)                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Develops a personal, professional growth plan that enhances professional knowledge, skills, and practice and addresses areas of need on the evaluation.</b> | 1. Establishes continuous improvement strategy to identify and self-monitor areas for skill and professional growth based on performance outcomes.                                                                                                 | 1. Maintains a plan for continuous professional growth and skill development aligned with performance evaluation outcomes and personal/professional goals                                                                       | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective.                                                                                  | 1. Does not develop a personal professional growth plan with goals related to performance evaluation outcomes<br>2. Shows ineffective effort in this practice/skill.    |
| <b>II. Engages in targeted professional growth opportunities and reflective practices (e.g., professional learning community [PLC]).</b>                          | 1. Facilitates or actively contributes to professional learning communities' review of practices and response to feedback from supervisor and/or coworkers.                                                                                        | 1. Participates in professional learning opportunities consistent with the professional growth plan and uses feedback from supervisor and/or colleagues for skill enhancement                                                   | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective.                                                                                  | 1. Does not participate in professional development opportunities<br>2. Demonstrates poor acceptance and/or use of constructive feedback to enhance skills.             |
| <b>III. Demonstrates effective recordkeeping and communication skills.</b>                                                                                        | 1. Supports record/data management system impact on practice and facilitates active listening among professional learning community members.                                                                                                       | 1. Demonstrates reliable recordkeeping skills; demonstrates coherent, professional written/oral communication; adapts communication style and content to a variety of audiences; establishes rapport and is an active listener. | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective.                                                                                  | 1. Does not or ineffectively maintains reliable system of recordkeeping; fails to or poorly demonstrates active listening, written, and/or verbal communication skills. |
| <b>IV. Complies with national and state laws, district policies and guidelines, and ethical educational and professional standards</b>                            | 1. Demonstrates a clear understanding of professional practice standards and ethics.<br>2. Operationalizes standards in day-to-day practice as a model for professional community members.                                                         | 1. Adheres to professional standards, ethics and practices; maintains accurate, timely, and confidential records; and complies with relevant laws, rules, guidelines, and policies at the national, state, and local levels.    | 1. Practice is emerging but requires supervision, support, and/or training to be independently effective.                                                                                  | 1. Does not adhere to standards of professional practice, national and state laws, and/or local policy and procedures in the professional arena                         |
| <b>V. Reports to stakeholders about student performance and academic progress</b>                                                                                 | 1. Consistently interprets and explains individual school or grade-level academic progress (assessment results, accomplishments, and needs for improvement) in a manner that provides stakeholders with an ongoing picture of student performance. | 1. Interprets and explains district level academic progress (assessment results, accomplishments, and needs for improvement) in a manner that provides stakeholders with an accurate picture of student performance.            | 1. Limited information shared with stakeholders on student progress at the district or school level.<br>2. Does not provide an accurate picture of student performance in a timely manner. | 1. Does not provide stakeholders with information about students' performance and academic progress.                                                                    |

## Resource Teachers, Coaches, and Peer Mentors

### Dimension 1: Instructional Design and Planning for Resource Teachers, Coaches, and Peer Mentors

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| Elements                                                                                                                      | Distinguished<br>(9 Points)                                                                                                                                                                                                                                                 | Proficient<br>(7 Points)                                                                                                                                                                                                     | Developing<br>(4 Points)                                                                                                                                                  | Unsatisfactory<br>(1 Point)                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Sets instructional outcomes and aligns curriculum with state-adopted standards</b>                                      | 1. Instructional goals and/or program-related objectives are consistently clear, focus on stakeholder learning and achievement of standards and the end result is complete and coherent; directions, procedures, and content are appropriate for and clear to all students. | 1. Session plans are aligned to the district adopted curriculum maps, district/state assessments, and/or program-related objectives.                                                                                         | 1. Session plans are not consistently aligned to the district adopted curriculum maps, district/state assessments, and/or program related objectives.                     | 1. Session plans, pacing guides, when available, do not align with the district adopted curriculum maps, district/state assessments, and/or program related objectives.                       |
| <b>II. Designs learning opportunities using student prior knowledge and diagnostic data to provide differentiated support</b> | 1. Regularly accesses and systematically uses data at the item level to find strengths and challenges both for disaggregated groups and for individual schools and stakeholders.                                                                                            | 1. Makes accurate use of student achievement data (school or district level) when making instructional or program-related decisions.                                                                                         | 1. Accesses data to view school achievement and examines data but shows little application to make instructional decisions linked to analysis of data.                    | 1. Relies on someone else to access student achievement data.<br>2. When data is accessed, it may not be used to make decisions.<br>3. Does not consider data to make changes in instruction. |
| <b>III. Designs ways to support learning and development of standards based instruction</b>                                   | 1. Empowers stakeholders to implement high quality performance tasks, questions, and/or assessments to accurately measure student learning of the lesson objective or unit goals and reflect the depth and rigor of the content standards.                                  | 1. Session is planned in detail around clearly defined objectives. Has knowledge of a variety of strategies, models, and/or assessments that build toward full understanding of the content standards or program objectives. | 1. Session plans are based on activities or resources rather than focused on objectives. Standards or objective alignment is not a priority.                              | 1. There is little evidence of monitored learning, standards/objective alignment, or use of appropriate instructional resources.                                                              |
| <b>IV. Supports stakeholders in understanding and demonstration of skills and competencies</b>                                | 1. Create opportunities for stakeholders to demonstrate competencies in their field.                                                                                                                                                                                        | 1. Session objectives are written in language that will enhance stakeholders' ability to understand what they are expected to know and be able to do by the end of each session.                                             | 1. Although stakeholders are aware of the stated objectives, explanation is needed for the stakeholders to make connections between the objectives and the session tasks. | 1. Session objectives are not known to stakeholders, leaving them wondering what they are expected to know and be able to do.                                                                 |

## **Dimension 2: Learning Environment for Resource Teachers, Coaches, and Peer Mentors**

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| <b>Elements</b>                                                                                     | <b>Distinguished<br/>(9 Points )</b>                                                                                                                                                                                                                                                                                                                                                                           | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                     | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                        | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Creates and maintains a safe and organized learning environment</b>                           | <ol style="list-style-type: none"> <li>Empowers and supports stakeholders in assuming responsibility for regulations and established procedures to ensure safety.</li> <li>Establishes and maintains a comfortable, safe, and inviting learning environment that is organized to facilitate a focus on learning.</li> </ol>                                                                                    | <ol style="list-style-type: none"> <li>Implements and routinely reinforces regulations and established procedures to ensure stakeholder safety needs are consistently met.</li> </ol>                                | <ol style="list-style-type: none"> <li>Does not consistently reinforce regulations and/or is not clear about established procedures in emergency situations.</li> </ol>                                                                                 | <ol style="list-style-type: none"> <li>Is non-compliant and/or negligent with regard to policies and procedures required by the district and/or department.</li> </ol>                                                                  |
| <b>II. Promotes a flexible, inclusive, collaborative, and student-centered learning environment</b> | <ol style="list-style-type: none"> <li>Fosters and creates, through collaboration among stakeholders, a stimulating and inclusive learning environment; maximizes potential for equal learning opportunities for every individual.</li> <li>Creates an environment where stakeholders assume responsibility and hold themselves accountable for their learning.</li> </ol>                                     | <ol style="list-style-type: none"> <li>Fosters a stimulating and inclusive learning environment.</li> <li>Teacher assumes responsibility for stakeholder learning and participation.</li> </ol>                      | <ol style="list-style-type: none"> <li>Does not recognize situations in which differentiation is necessary to support stakeholders.</li> <li>Stakeholders are often confused about expectations during group or independent work activities.</li> </ol> | <ol style="list-style-type: none"> <li>Fails to use procedures for independent and/or cooperative group work.</li> <li>Shows little or no effort to provide support to the varied range of learners in a particular session.</li> </ol> |
| <b>III. Allocates and manages time, space, and resources</b>                                        | <ol style="list-style-type: none"> <li>Supports implementation of or arranges physical resources proactively to assure accessibility to all stakeholders, taking into account individual needs.</li> <li>Learning experiences, activities and physical spaces are highly organized and efficiently facilitated by all stakeholders who each assume responsibility for maximizing time for learning.</li> </ol> | <ol style="list-style-type: none"> <li>Learning experiences, activities and physical spaces are organized and facilitated by the teacher in such a way that stakeholders have adequate time for learning.</li> </ol> | <ol style="list-style-type: none"> <li>Failure to utilize and maintain facilities/equipment results in loss of learning opportunities.</li> </ol>                                                                                                       | <ol style="list-style-type: none"> <li>Poor use of physical resources and space is evident and/or learning is not accessible to some stakeholders, resulting in poor morale and inefficiency.</li> </ol>                                |

## **Dimension 2: Learning Environment for Resource Teachers, Coaches, and Peer Mentors**

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

### **Creates a Positive Environment of Respect and Rapport**

| <b>Elements</b>                                                      | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                                                                                              | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                                                                                                                                   | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>IV. Manages student conduct</b>                                   | <ol style="list-style-type: none"> <li>1. Stakeholders contribute to ground rules and standards of conduct upheld by all members of the session.</li> <li>2. The focus of management is to maximize learning time and show a respect for the rights of others to learn.</li> </ol>                                                                                                                                                                                                                               | <ol style="list-style-type: none"> <li>1. Standards for stakeholder conduct are established and monitored by the teacher leader.</li> <li>2. Teacher is alert to stakeholder behavior at all times and redirects when stakeholder actions take away from the learning environment.</li> </ol> | <ol style="list-style-type: none"> <li>1. Teacher is generally aware but makes little attempt to redirect off-task stakeholders.</li> <li>2. Management techniques do not consistently reinforce the responsibility of the stakeholders to be positive participants.</li> </ol>                                                                                    | <ol style="list-style-type: none"> <li>1. Response to stakeholder behavior is inconsistent or negative and counterproductive.</li> </ol>                                                                                                                                                                                                            |
| <b>V. Creates a Positive Environment of Respect and Rapport</b>      | <ol style="list-style-type: none"> <li>1. Interactions with stakeholders reflect genuine respect and caring for individuals as well as session groups.</li> <li>2. Stakeholders are encouraged to demonstrate respect and caring for one another in the instructional setting.</li> </ol>                                                                                                                                                                                                                        | <ol style="list-style-type: none"> <li>1. Interactions with stakeholders are friendly and demonstrate general respect and caring.</li> </ol>                                                                                                                                                  | <ol style="list-style-type: none"> <li>1. Interactions with stakeholders are generally appropriate but may reflect occasional inconsistencies, favoritism, or disregard for stakeholders' cultures.</li> </ol>                                                                                                                                                     | <ol style="list-style-type: none"> <li>1. Interaction with at least some stakeholders is negative, demeaning, sarcastic, or inappropriate.</li> <li>2. Stakeholders exhibit disrespect for the teacher leader.</li> <li>3. Stakeholder interactions are characterized by conflict, sarcasm, or put-downs.</li> </ol>                                |
| <b>VI. Models and teaches clear, acceptable communication skills</b> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clear to stakeholders and possible misunderstandings are anticipated.</li> <li>2. Spoken and written language conforms to standard English and contains well-chosen vocabulary.</li> <li>3. Teacher seeks opportunities to extend stakeholder vocabulary.</li> </ol>                                                                                                                                                          | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clear to stakeholders.</li> <li>2. Teacher's spoken and written language conforms to standard English.</li> <li>3. Teacher/student interactions serve as a model of respectful rapport.</li> </ol>         | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are clarified to stakeholders after initial stakeholder confusion.</li> <li>2. Teacher's spoken language is audible and when written, is legible.</li> <li>3. Teacher/student interactions are cordial, but may not transfer to positive relations between stakeholders.</li> </ol> | <ol style="list-style-type: none"> <li>1. Directions, procedures, and feedback are confusing to stakeholders.</li> <li>2. Teacher's spoken language is inaudible to some stakeholders.</li> <li>3. Writing is illegible or contains errors in grammar or syntax.</li> <li>4. Teacher/stakeholder interactions reflect a lack of rapport.</li> </ol> |
| <b>VII. Maintains a climate of inquiry</b>                           | <ol style="list-style-type: none"> <li>1. Facilitates a culture of professional inquiry that promotes stakeholder leadership in learning and in applying a variety of problem solving, inquiry-based strategies.</li> <li>2. Engages stakeholders in problem solving inquiry-based activities through the use of high level questioning techniques, discovery learning, shared inquiry/Socratic discussions.</li> <li>3. Problem solving culminates in stakeholder generated real-world applications.</li> </ol> | <ol style="list-style-type: none"> <li>1. Engages stakeholders in problem solving inquiry-based activities through the use of high level questioning.</li> <li>2. Stakeholders' interactions and responses indicate individual understanding of content and/or concepts.</li> </ol>           | <ol style="list-style-type: none"> <li>1. Includes some problem solving and inquiry-based activities.</li> <li>2. Some stakeholders are not involved or adequately prepared, do not understand or are not engaged in the processes.</li> <li>3. A limited number of effective inquiry-based strategies are used.</li> </ol>                                        | <ol style="list-style-type: none"> <li>1. Instruction does not regularly include problem solving or inquiry-based activities.</li> <li>2. Stakeholders are not involved and no effort is evident</li> </ol>                                                                                                                                         |

### **Dimension 3: Instructional Delivery & Facilitation for Resource Teachers, Coaches, and Peer Mentors**

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| <b>Elements</b>                                                                                                                                                   | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                                                                | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                                                                             | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Utilizes knowledge of the subject to enrich stakeholders' understanding, identifies gaps in learning, modifies instruction to respond to misconceptions</b> | <ol style="list-style-type: none"> <li>1. Instruction and support is based on rich content knowledge that is accurate, current and consistent with sound practices of the discipline.</li> <li>2. Uses a variety of checks for understanding to identify learning gaps and adjust instruction.</li> <li>3. Anticipates problems and uses multiple intervention strategies to assist stakeholder understanding and performance.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction is based on content knowledge that is accurate and current.</li> <li>2. Recognizes problems and makes adjustments during the session in response to stakeholder understanding and performance.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction is based on a general understanding of content knowledge that is accurate but fails to reflect the most current knowledge of the discipline.</li> <li>2. Does not check for understanding or recognize gaps in learning during the session.</li> </ol> | <ol style="list-style-type: none"> <li>1. Instruction references inaccurate, outdated content knowledge.</li> <li>2. Does not use checks for understanding during the session.</li> </ol> |
| <b>II. Employs higher order questions</b>                                                                                                                         | <ol style="list-style-type: none"> <li>1. Strategic questioning requires stakeholders to think critically, problem solve, and defend or justify their answers.</li> <li>2. Much of the questioning involves analysis and synthesis.</li> </ol>                                                                                                                                                                                            | <ol style="list-style-type: none"> <li>1. Questions encourage thoughtful and extended responses while some are of lower level and can be answered with few words.</li> </ol>                                                                                    | <ol style="list-style-type: none"> <li>1. Questioning strategies invite quality responses.</li> <li>2. Provide the correct answers and stakeholders are not given the opportunity to think things through.</li> </ol>                                                                                        | <ol style="list-style-type: none"> <li>1. Questioning is knowledge level and is solely teacher-driven.</li> </ol>                                                                         |
| <b>III. Applies varied instructional strategies and resources</b>                                                                                                 | <ol style="list-style-type: none"> <li>1. Uses multiple resources and an extensive repertoire of instructional strategies that engage and challenge all stakeholders and support desired outcomes.</li> <li>2. Model and support use of technology to create new products and develop new knowledge and/or skill.</li> </ol>                                                                                                              | <ol style="list-style-type: none"> <li>1. Uses multiple instructional strategies to maintain focus, engage stakeholders and support desired outcomes for all.</li> </ol>                                                                                        | <ol style="list-style-type: none"> <li>1. Makes use of a limited number of instructional strategies to support stakeholder understanding.</li> </ol>                                                                                                                                                         | <ol style="list-style-type: none"> <li>1. Session time is often filled with activities that merely consume time and do not contribute to desired outcomes.</li> </ol>                     |
| <b>IV. Models and supports engaging, challenging, and relevant lessons</b>                                                                                        | <ol style="list-style-type: none"> <li>1. High levels of rigor and relevance challenge stakeholders to be intellectually engaged throughout.</li> </ol>                                                                                                                                                                                                                                                                                   | <ol style="list-style-type: none"> <li>1. Sessions are designed to provide stakeholders with rigorous content that is intellectually engaging.</li> </ol>                                                                                                       | <ol style="list-style-type: none"> <li>1. Sessions spend the majority of the time on knowledge level tasks that may require only some intellectual engagement.</li> </ol>                                                                                                                                    | <ol style="list-style-type: none"> <li>1. Sessions are focused on irrelevant tasks with low intellectual engagement.</li> </ol>                                                           |

**Dimension 3: Instructional Delivery & Facilitation for Resource Teachers, Coaches, and Peer Mentors – *continued***

|                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                         |                                                                                                                                                     |                                                                                                     |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <p><b>V. Differentiates Instruction</b></p>                                | <p>1. Differentiates instruction efficiently and appropriately product to address the unique learning differences of stakeholders.<br/>2. Support stakeholders in the development of units of instruction that contains evidence (observed or documented) that the stakeholder has reviewed information such as student inventories, interest surveys, or performance data to provide varied opportunities for students to process information, develop differing products, or acquire new content.</p> | <p>1. Provides evidence of incorporating various differentiated instructional strategies (e.g. grouping by interest, multiple intelligences) or opportunities to meet the needs of stakeholders with varying experience levels and learning styles.</p> | <p>1. Provides little evidence of incorporating differentiated instruction.</p>                                                                     | <p>1. Does not differentiate opportunities for stakeholders.</p>                                    |
| <p><b>VI. Provides immediate and specific feedback to stakeholders</b></p> | <p>1. Provides timely, specific, and consistent feedback during guided practice, discussion or major activities.</p>                                                                                                                                                                                                                                                                                                                                                                                    | <p>1. Provides timely and consistent feedback.</p>                                                                                                                                                                                                      | <p>1. Feedback does not provide specific information for stakeholders to make error corrections or is not timely enough to improve performance.</p> | <p>1. Provides inadequate or no feedback: feedback provided is not provided in a timely manner.</p> |

## **Dimension 4: Assessment for Resource Teachers, Coaches, and Peer Mentors**

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| <b>Elements</b>                                                                                                                 | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                                                                                                      | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Analyzes and applies data from multiple measures to identify learning needs, inform instruction, and monitor progress</b> | <ol style="list-style-type: none"> <li>Consciously plans and uses data results from multiple formative and summative assessments to make decisions regarding <ul style="list-style-type: none"> <li>Professional development needs</li> <li>Student achievement trends in similar schools or feeder patterns</li> <li>Progress in relation to learning standards</li> </ul> </li> <li>Seeks opportunities to evaluate assessment data on overall district or school data and by subgroups.</li> <li>Progress monitoring data is regularly used to provide specific feedback to individual schools or appropriate stakeholders.</li> </ol> | <ol style="list-style-type: none"> <li>Uses data results from multiple formative and summative assessments strategically to set and adjust professional development goals based on district needs.</li> <li>Gathers data from various sources and uses data to design sessions for targeted schools or groups of stakeholders.</li> </ol>                                                                                                               | <ol style="list-style-type: none"> <li>Gathers data results from formative and summative assessments, but does not rely on data when determining district needs.</li> <li>Use of formative assessment data is rudimentary, assessing some instructional outcomes.</li> </ol>                                                          | <ol style="list-style-type: none"> <li>Does not incorporate assessment data to target stakeholder participant group, in session development, or in differentiation of assessments/outcomes.</li> </ol>                                                                                                          |
| <b>II. Modifies assessments to accommodate diversity</b>                                                                        | <ol style="list-style-type: none"> <li>Models and supports the creation of differentiated assessments by content, process and/or product to address the unique learning differences of stakeholders that have a wide range of learning styles and/or experiences.</li> </ol>                                                                                                                                                                                                                                                                                                                                                              | <ol style="list-style-type: none"> <li>Incorporates appropriate in-process and follow-up assessment/evidence that acknowledge the unique learning differences of stakeholders that have a wide range of learning styles and abilities.</li> </ol>                                                                                                                                                                                                       | <ol style="list-style-type: none"> <li>Little evidence is provided that assessments/opportunities for evidence of desired outcomes are differentiated to meet the needs of stakeholders' learning styles or abilities.</li> </ol>                                                                                                     | <ol style="list-style-type: none"> <li>Assessments are "one size fits all."</li> </ol>                                                                                                                                                                                                                          |
| <b>III. Communicates assessment data to stakeholders</b>                                                                        | <ol style="list-style-type: none"> <li>Responds promptly to requests for data from district or school leaders.</li> <li>Teacher is proactive in creating and maintaining frequent and effective two-way communication with stakeholders.</li> <li>Seeks opportunities to assist schools in making decisions based on assessment data.</li> <li>Uses technology to organize, monitor, and communicate learning and assessment information to appropriate stakeholders.</li> </ol>                                                                                                                                                          | <ol style="list-style-type: none"> <li>Creates and maintains effective communication with all stakeholders regarding assessment data.</li> <li>Teacher has designed a system for documenting and reporting stakeholder learning and credit. This is communicated to schools and stakeholders in a timely manner via available systems.</li> <li>Leads conferences or sessions with school groups to share assessment data with stakeholders.</li> </ol> | <ol style="list-style-type: none"> <li>Communicates assessment data to schools or stakeholders at the end of the school year.</li> <li>Teacher does not consistently communicate learning credits with individual stakeholders or schools in a timely fashion.</li> <li>Discusses data-based decisions only when required.</li> </ol> | <ol style="list-style-type: none"> <li>Has little or no communication with stakeholders regarding assessment data.</li> <li>Stakeholders and schools do not know the value of learning credits until they appear on official transcripts.</li> <li>Does not use assessment data in making decisions.</li> </ol> |

## **Dimension 5: Professional Responsibilities & Ethical Conduct for Resource Teachers, Coaches, and Peer Mentors**

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| <b>Elements</b>                                                                                              | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                                                                               | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                               | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                              | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>I. Demonstrates punctuality, attendance, and timely completion of records and reports</b>                 | <ol style="list-style-type: none"> <li>1. Complies fully with all district or department rules, policies and procedures regarding punctuality and attendance.</li> <li>2. Has developed a system for maintaining information on programs, reports and other data which is efficient, current and useful.</li> </ol>                                                                               | <ol style="list-style-type: none"> <li>1. Complies with district or department rules, policies and procedures.</li> <li>2. The system for maintaining information on programs, reports and other data is effective.</li> </ol> | <ol style="list-style-type: none"> <li>1. Inconsistently complies with district or department rules, policies and procedures.</li> <li>2. The system for maintaining programs, reports and other data is rudimentary and only partially effective.</li> </ol> | <ol style="list-style-type: none"> <li>1. Does not comply with district or department rules, policies and procedures.</li> <li>2. There is no system of record keeping; records or other data or the system are in disarray.</li> </ol> |
| <b>II. Performs assigned duties and complies with policies, procedures, programs, and the Code of Ethics</b> | <ol style="list-style-type: none"> <li>1. The teacher complies with district and department policies, rules, procedures and the Code of Ethics.</li> </ol>                                                                                                                                                                                                                                        | <ol style="list-style-type: none"> <li>1. Complies fully with district and department policies, rules, procedures and the Code of Ethics.</li> </ol>                                                                           | <ol style="list-style-type: none"> <li>1. Inconsistently complies with district and department policies, rules, procedures and/or the Code of Ethics.</li> </ol>                                                                                              | <ol style="list-style-type: none"> <li>1. Does not comply with district and department policies, rules, procedures and/or the Code of Ethics.</li> </ol>                                                                                |
| <b>III. Demonstrates professionalism</b>                                                                     | <ol style="list-style-type: none"> <li>1. Displays conduct based on the highest professional standards.</li> <li>2. Acts honestly and with integrity when dealing with stakeholders.</li> <li>3. Demonstrates a pattern of participation in district initiatives, contributes to decision-making processes, serves on sub-committees and/or disseminates information when appropriate.</li> </ol> | <ol style="list-style-type: none"> <li>1. Deals with students, parents and/or colleagues with honesty and integrity.</li> <li>2. Participates in and implements district initiatives.</li> </ol>                               | <ol style="list-style-type: none"> <li>1. Uses poor judgment when dealing with students, parents and/or colleagues.</li> </ol>                                                                                                                                | <ol style="list-style-type: none"> <li>1. Displays unethical or dishonest conduct when dealing with students, parents and/or colleagues.</li> </ol>                                                                                     |

## **Dimension 5: Professional Responsibilities & Ethical Conduct for Resource Teachers, Coaches, and Peer Mentors - *continued***

Note: While all resource teachers are involved in each dimension of the Performance Appraisal System during the course of their work experiences, the degree to which each dimension is represented varies depending on the responsibilities defined by specific positions. Stakeholders may include district and school-based administrators, teachers, students, and/or staff; community members or organizations; program-related agencies; etc.

| <b>Elements</b>                                                                    | <b>Distinguished<br/>(9 Points)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Proficient<br/>(7 Points)</b>                                                                                                                                                                                                                                    | <b>Developing<br/>(4 Points)</b>                                                                                                                                                                                                                                                                                                                                          | <b>Unsatisfactory<br/>(1 Point)</b>                                                                                                                                                                                                                                                 |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>IV. Initiates professional communication with appropriate stakeholders</b>      | <ol style="list-style-type: none"> <li>Promotes a two way partnership between district and community.</li> <li>Maintains regular communication between stakeholders regarding the instructional programs and the progress of individual schools.</li> <li>Efforts to connect stakeholders to the instructional program are frequent and successful.</li> <li>These may include, but are not limited to, newsletters, student events, Board updates, information sessions, websites, electronic communication, and phone calls.</li> </ol> | <ol style="list-style-type: none"> <li>Provides regular information about the instructional program.</li> <li>Is available as needed to respond to stakeholder concerns.</li> <li>Efforts to connect district and community stakeholders are successful.</li> </ol> | <ol style="list-style-type: none"> <li>Participates in district's activities for stakeholder communication but offers limited information regarding the instructional program.</li> <li>Stakeholders' concerns are only partially addressed with little or no follow up.</li> <li>Makes minimal attempts to connect stakeholders to the instructional program.</li> </ol> | <ol style="list-style-type: none"> <li>Provides little or no information about the instructional program.</li> <li>Does not respond or responds inappropriately to stakeholder concerns.</li> <li>Makes no attempt to connect stakeholders to the instructional program.</li> </ol> |
| <b>V. Establishes a relationship of mutual trust and respect with stakeholders</b> | <ol style="list-style-type: none"> <li>Consistently considers background and culture when working with stakeholders.</li> <li>Demonstrates sensitivity, respect, and understanding of diverse community to build positive relationships with all stakeholders.</li> </ol>                                                                                                                                                                                                                                                                 | <ol style="list-style-type: none"> <li>Demonstrates sensitivity, respect, and understanding of diverse community to build a positive relationship.</li> </ol>                                                                                                       | <ol style="list-style-type: none"> <li>Does not establish a relationship of trust and mutual respect with stakeholders.</li> </ol>                                                                                                                                                                                                                                        | <ol style="list-style-type: none"> <li>Does not maintain a community-friendly learning environment.</li> <li>Does not consistently reach out to invite stakeholders to collaborate and participate in learning.</li> </ol>                                                          |

## BPS Instructional Personnel Evaluation Instrument Classroom Teacher

Name \_\_\_\_\_ Emp ID: \_\_\_\_\_  
Last First MI

School/Dept \_\_\_\_\_ School/Dept # \_\_\_\_\_

Principal/Dept Head \_\_\_\_\_ School Year: \_\_\_\_\_

Assignment \_\_\_\_\_ Contract Status \_\_\_\_\_ Contract Type: \_\_\_\_\_

| PERFORMANCE AREAS | RATINGS |
|-------------------|---------|
|-------------------|---------|

A. Quality of Instruction (*Must be completed for all certificated employees*):

### Instructional Design and Lesson Planning

Rubric: Dimension 1

1. Sets instructional outcomes and aligns instruction with state-adopted standards.
2. Designs instruction using student prior knowledge and diagnostic student data to build differentiated unit design and lessons.
3. Designs ways to monitor learning and student acquisition of the standards.
4. Requires students to understand and demonstrate skills and competencies.

| 9-Distinguished | 7-Proficient     |
|-----------------|------------------|
| 4-Developing    | 1-Unsatisfactory |
| SELF            | ADMINISTRATOR    |
| 0               | 0                |
| 0               | 0                |
| 0               | 0                |
| 0               | 0                |

SELF  ADMIN

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

## Learning Environment

### Rubric: Dimension 2

1. Creates and maintains a safe and organized learning environment.
2. Promotes a flexible, inclusive, collaborative, and student-centered learning environment.
3. Allocates and manages time, space, and resources.
4. Manages student conduct.
5. Creates a positive environment of respect and rapport.
6. Models and teaches clear, acceptable communication skills.
7. Maintains a climate of inquiry.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

*SELF* 0.00
*ADMIN* 0.00

Teacher Comments:

Administrator Comments:

## Instructional Delivery and Facilitation

### Rubric: Dimension 3

1. Utilizes knowledge of the subject to enrich students' understanding, identifies gaps in students' learning, and modifies instruction to respond to student misconceptions.
2. Employs higher order questions.
3. Applies varied instructional strategies and resources, including technology as appropriate, to support student learning.
4. Delivers engaging, challenging and relevant lessons.
5. Differentiates instruction.
6. Provides immediate and specific feedback to students.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

*SELF* 0.00
*ADMIN* 0.00

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

## Assessment

### Rubric: Dimension 4

1. Analyzes and applies data from multiple measures to diagnose students' learning needs, inform instruction, and monitor progress.
2. Modifies formative and summative assessments to accommodate diversity.
3. Communicates assessment data to students and parents.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

SELF

0.00

ADMIN

0.00

Teacher Comments:

Administrator Comments:

**B. Quality of Instruction** (*Must be completed for all certificated employees*):

### Professional Responsibilities and Ethical Conduct

#### Rubric: Dimension 5

1. Demonstrates professional responsibilities, punctuality, attendance, and timely completion of records and reports.
2. Complies with school and district policies, procedures, programs, and the Florida Code of Ethics for educators.
3. Demonstrates professionalism.
4. Initiates professional communication with appropriate stakeholders.
5. Establishes a relationship of mutual trust and respect with parents and community members.
6. Provides information about school and community resources to parents.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

SELF

0.00

ADMIN

0.00

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

**A. FORMATIVE SCORING BY ADMINISTRATOR:**

| COMPONENT                | POSSIBLE POINTS | POINTS EARNED |
|--------------------------|-----------------|---------------|
| Total Observation Points | 45              |               |

**Administrator Comments:**

**Teacher Comments:**

**My signature indicates that this evaluation has been discussed with me:**

\_\_\_\_\_  
Signature of Employee *(Blue Ink Only)*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Principal/Administrative Supervisor *(Required - Blue Ink Only)*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Assistant Principal *(Required - Blue Ink Only)*

\_\_\_\_\_  
Date

# Instructional Personnel – Short-Term Contract Evaluation

Name \_\_\_\_\_ School Year \_\_\_\_\_  
*Last First MI*

Department/School \_\_\_\_\_ Principal/Dept Head \_\_\_\_\_  
*Name Number*

Assignment \_\_\_\_\_

\_\_\_\_\_ has rendered  Satisfactory  Developing  Unsatisfactory performance for the  
short term period of \_\_\_\_\_  
(dates)

### Summary Statement (Required):

\_\_\_\_\_/\_\_\_\_\_  
Signature of Principal/Administrative Supervisor (Required) (Blue Ink Only) Date

\_\_\_\_\_/\_\_\_\_\_  
Signature of Assistant Principal (Required) (Blue Ink Only) Date

### Teacher Comments (Optional):

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My signature indicates that this evaluation has been discussed with me:

\_\_\_\_\_/\_\_\_\_\_  
Signature of Employee (Blue Ink Only) Date

## BPS Instructional Personnel Evaluation Instrument Non-Classroom Teacher

Name \_\_\_\_\_ Emp ID: \_\_\_\_\_ School Year \_\_\_\_\_  
Last First MI

School/Dept Name \_\_\_\_\_ School/Dept # \_\_\_\_\_ Contract Status: INTERIM  ANNUAL

Principal/Dept Head \_\_\_\_\_ Assignment \_\_\_\_\_ New Hire  AC  CC/PSC

### PERFORMANCE AREAS

### RATINGS

**A. Quality of Instruction (*Must be completed for all certificated employees*):**

**Instruction/Intervention Planning and Design**

Rubric: Dimension 1

1. Uses a collaborative problem-solving framework as the basis for identification and planning for academic, behavioral, and health interventions and strategies.
2. Plans and designs instruction/intervention based on data and aligns efforts with the school and district improvement plans and state and federal mandates.
3. Applies evidence-based research and best practices to improve instruction/interventions.
4. Develops intervention support plans that help the student, family, or other community agencies and systems of support to reach a desired goal.

| Distinguished<br>9 |       | Proficient<br>7 |       | Developing<br>4 |       | Unsatisfactory<br>1 |       |
|--------------------|-------|-----------------|-------|-----------------|-------|---------------------|-------|
| SELF               | ADMIN | SELF            | ADMIN | SELF            | ADMIN | SELF                | ADMIN |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
| <i>SELF</i>        |       | <b>0.00</b>     |       | <i>ADMIN</i>    |       | <b>0.00</b>         |       |

Teacher Comments:

Administrator Comments:

**Learning Environment**

Rubric: Dimension 2

1. Collaborates with teachers and administrators to develop and implement school-wide positive behavior supports.
2. Collaborates with school personnel and students to foster student engagement (e.g., involvement, motivation, persistence, resilience, ownership).
3. Integrates relevant cultural issues and contexts that impact family-school partnerships.
4. Promotes a continuum of crisis intervention services.
5. Allocates and manages time, space, and resources.
6. Models clear, acceptable communication skills.
7. Directions, procedures, and feedback are clear to all stakeholders.

| Distinguished<br>9 |       | Proficient<br>7 |       | Developing<br>4 |       | Unsatisfactory<br>1 |       |
|--------------------|-------|-----------------|-------|-----------------|-------|---------------------|-------|
| SELF               | ADMIN | SELF            | ADMIN | SELF            | ADMIN | SELF                | ADMIN |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
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|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
| <i>SELF</i>        |       | <b>0.00</b>     |       | <i>ADMIN</i>    |       | <b>0.00</b>         |       |

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

**Instructional/Intervention Delivery and Facilitation**

**Rubric: Dimension 3**

1. Collaborates with school-based and/or district-level teams to develop and maintain a multi-tiered continuum of services to support the academic, social, emotional, and behavioral success and health of all students.
2. Consults and collaborates at the school/systems level to plan, implement, and evaluate academic and social-emotional/behavioral services.
3. Implements evidence-based practices within a multi-tiered framework.
4. Identifies, provides, and/or refers for supports designed to help students overcome barriers that impede learning.
5. Promotes student outcomes related to transitional needs.
6. Provides relevant information regarding child and adolescent development, barriers to learning, and student risk factors.

| Distinguished<br>9 |       | Proficient<br>7 |       | Developing<br>4 |       | Unsatisfactory<br>1 |       |
|--------------------|-------|-----------------|-------|-----------------|-------|---------------------|-------|
| SELF               | ADMIN | SELF            | ADMIN | SELF            | ADMIN | SELF                | ADMIN |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
| <i>SELF</i>        |       | <b>0.00</b>     |       | <i>ADMIN</i>    |       | <b>0.00</b>         |       |

Teacher Comments:

Administrator Comments:

**Assessment**

**Rubric: Dimension 4**

1. Collects and uses data to develop and implement interventions within a problem-solving framework.
2. Analyzes multiple sources of qualitative and quantitative data to inform decision making to monitor student progress (academic, social/emotional/behavioral) and health and evaluate the effectiveness of services on student achievement.
3. Shares student performance data in a relevant and understandable way with students, parents, and administrators.

| Distinguished<br>9 |       | Proficient<br>7 |       | Developing<br>4 |       | Unsatisfactory<br>1 |       |
|--------------------|-------|-----------------|-------|-----------------|-------|---------------------|-------|
| SELF               | ADMIN | SELF            | ADMIN | SELF            | ADMIN | SELF                | ADMIN |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
| <i>SELF</i>        |       | <b>0.00</b>     |       | <i>ADMIN</i>    |       | <b>0.00</b>         |       |

Teacher Comments:

Administrator Comments:

**B. Quality of Instruction (*Must be completed for all certificated employees*):**

**Professional Responsibilities and Ethical Practice**

**Rubric: Dimension 5**

1. Develops a personal, professional growth plan that enhances professional knowledge, skills, and practice and addresses areas of need on the evaluation.
2. Engages in targeted professional growth opportunities and reflective practice (e.g., professional learning communities (PLC)).
3. Demonstrates effective recordkeeping and communication skills.
4. Complies with national and state laws, district policies and guidelines, and ethical educational and professional standards.
5. Reports to stakeholders about student performance and academic progress.

| Distinguished<br>9 |       | Proficient<br>7 |       | Developing<br>4 |       | Unsatisfactory<br>1 |       |
|--------------------|-------|-----------------|-------|-----------------|-------|---------------------|-------|
| SELF               | ADMIN | SELF            | ADMIN | SELF            | ADMIN | SELF                | ADMIN |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
|                    |       |                 |       |                 |       |                     |       |
| <i>SELF</i>        |       | <b>0.00</b>     |       | <i>ADMIN</i>    |       | <b>0.00</b>         |       |

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

Principal Comments:

**Teacher Comments (Optional):**

**My signature indicates that this evaluation has been discussed with me:**

\_\_\_\_\_  
**Signature of Employee (Blue Ink Only)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature of Principal/Administrative Supervisor (Required - Blue Ink Only)**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature of Assistant Principal (Required - Blue Ink Only)**

\_\_\_\_\_  
**Date**

## BPS Instructional Personnel Evaluation Instrument Resource Teachers

Name \_\_\_\_\_ Emp ID: \_\_\_\_\_  
*Last* *First* *MI*

School/Dept \_\_\_\_\_ School/Dept # \_\_\_\_\_

Principal/Dept Head \_\_\_\_\_ School Year: \_\_\_\_\_

Assignment \_\_\_\_\_ Contract Status \_\_\_\_\_ Contract Type: \_\_\_\_\_

| PERFORMANCE AREAS | RATINGS |
|-------------------|---------|
|-------------------|---------|

A. Quality of Instruction (*Must be completed for all certificated employees*):

### Instructional Design and Planning

Rubric: Dimension 1

1. Sets instructional outcomes and aligns curriculum with state-adopted standards.
2. Designs learning opportunities using student prior knowledge and diagnostic data to provide differentiated support .
3. Designs ways to support learning and development of standards based instruction.
4. Supports stakeholders in understanding and demonstration of skills and competencies.

|  | 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|--|---------------------------------|----------------------------------|
|  | SELF                            | ADMINISTRATOR                    |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |

SELF 0.00 ADMIN 0.00

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

## Learning Environment

### Rubric: Dimension 2

1. Creates and maintains a safe and organized learning environment.
2. Promotes a flexible, inclusive, collaborative, and student-centered learning environment.
3. Allocates and manages time, space, resources.
4. Manages student conduct.
5. Creates a positive environment of respect and rapport.
6. Models and teaches clear, acceptable communication skills.
7. Maintains a climate of inquiry.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

*SELF*

0.00

*ADMIN*

0.00

Teacher Comments:

Administrator Comments:

## Instructional Delivery and Facilitation

### Rubric: Dimension 3

1. Utilizes knowledge of the subject to enrich stakeholders' understanding, identifies gaps in learning, modifies instruction to respond to misconceptions.
2. Employs higher order questions.
3. Applies varied instructional strategies and resources.
4. Models and supports engaging, challenging and relevant lessons.
5. Differentiates instruction.
6. Provides immediate and specific feedback to stakeholders.

| 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|---------------------------------|----------------------------------|
| SELF                            | ADMINISTRATOR                    |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |
| 0                               | 0                                |

*SELF*

0.00

*ADMIN*

0.00

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

## Assessment

### Rubric: Dimension 4

1. Analyzes and applies data from multiple measures to learning needs, inform instruction, and monitor progress.
2. Modifies assessments to accommodate diversity.
3. Communicates assessment data to stakeholders.

|  | 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|--|---------------------------------|----------------------------------|
|  | SELF                            | ADMINISTRATOR                    |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |

SELF

0.00

ADMIN

0.00

Teacher Comments:

Administrator Comments:

### B. Quality of Instruction *(Must be completed for all certificated employees):*

## Professional Responsibilities and Ethical Conduct

### Rubric: Dimension 5

1. Demonstrates punctuality, attendance, and timely completion of records and reports.
2. Performs assigned duties and complies with policies, procedures, programs, and the Code of Ethics.
3. Demonstrates professionalism.
4. Initiates professional communication with appropriate stakeholders.
5. Applies technology to organize and communicate assessment information.
6. Establishes a relationship of mutual trust and respect with stakeholders.

|  | 9-Distinguished<br>4-Developing | 7-Proficient<br>1-Unsatisfactory |
|--|---------------------------------|----------------------------------|
|  | SELF                            | ADMINISTRATOR                    |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |
|  | 0                               | 0                                |

SELF

0.00

ADMIN

0.00

Teacher Comments:

Administrator Comments:

Initials: Administrator \_\_\_\_\_ Teacher \_\_\_\_\_

**A. FORMATIVE SCORING BY ADMINISTRATOR:**

| COMPONENT                | POSSIBLE POINTS | POINTS EARNED |
|--------------------------|-----------------|---------------|
| Total Observation Points | 45              | 0.00          |

**Administrator Comments:**

**Teacher Comments:**

**My signature indicates that this evaluation has been discussed with me:**

\_\_\_\_\_  
Signature of Employee *(Blue Ink Only)*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Principal/Administrative Supervisor *(Required - Blue Ink Only)*

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Assistant Principal *(Required - Blue Ink Only)*

\_\_\_\_\_  
Date

### 3. Other Indicators of Performance

**Directions:**

**The district shall provide:**

1. The additional performance indicators, if the district chooses to include such additional indicators pursuant to s. 1012.34(3)(a)4., F.S.;
2. The percentage of the final evaluation that is based upon the additional indicators; and
3. The scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(d), F.A.C.].

Examples include the following:

- Deliberate Practice - the selection of indicators or practices, improvement on which is measured during an evaluation period
- Peer Reviews
- Objectively reliable survey information from students and parents based on teaching practices that are consistently associated with higher student achievement
- Individual Professional Development Plan
- Other indicators, as selected by the district

~~~~~

The district shall provide:

1. The additional performance indicators, if the district chooses to include such additional indicators pursuant to s.1012.34(3)(a)4., F.S.
2. The percentage of the final evaluation that is based upon the additional indicators
3. The scoring method, including how it is calculated and combined [Rule 6A-5.030(2)(d), F.A.C.]

Performance indicators include these additional indicators pursuant to s.1012.34(3)(a)4. Professional Growth Plan (Development and Implementation) and Collaboration and Mutual Accountability.

The Professional Growth Plan is comprised of two aspects:

- Development (8 points)
- Implementation (10 points)

Therefore, Professional Growth Plan comprises an overall 18 points which is 18% of the Classroom Teachers Evaluation.

Collaborative and Mutual Accountability is worth (4 points) which comprises 4% of the overall evaluation.

The scoring method for the Teacher Evaluation is as follows:

5 Domains – Formative Evaluation Observation Component

Domain 1 Instructional Design & Lesson Planning	9 points
Domain 2 Learning Environment	9 points
Domain 3 Instructional Delivery & Facilitation	9 points
Domain 4 Assessment	9 points
Domain 5 Professional Responsibility & Ethical Conduct	9 points
<i>(Only principal points are attributed to this total)</i> TOTAL	45 points

Continuous Professional Improvement Component

Professional Growth Plan (PGP) Development	8 points
Professional Growth Plan Implementation	10 points
Collaboration and Mutual Accountability	4 points
TOTAL	22 points

FORMATIVE EVALUATION	TOTAL	67 POINTS
STUDENT PERFORMANCE	TOTAL	33 POINTS
OVERALL	TOTAL	100 POINTS

The ratings on the indicators aggregate to a score on the five (5) Domains (Professional Practices) on points assigned to each rating (HE = 9 points; E = 7 points; D/NI = 4 points; U = 1 point).

The ratings on the Continuous Professional Improvement Components indicators aggregate to a score on the 22 points assigned to each rating (PGP Development = 8; PGP Implementation = 10 points; Collaboration & Mutual Accountability 4 points).

The ratings on the Student Performance (VAM) aggregate to a score total of 33 points.

Adding all three components using point values assigned will determine the teacher's evaluation score out of 100.

Instructional Personnel Performance Assessment System: The Process 2016-2017

1. Formal Observations:

- a. Formative in nature
- b. Minimum of 2 for teachers with 0 – 2 (1st-3rd) years of experience; 1 for teachers who have completed 3 or more years of experience in Brevard Public Schools
- c. Time frame for the observation provided to the teacher
- d. Preconference required, documentation of dialogue occurs in the meeting
- e. Full lesson segment (minimum of 20 minutes)
- f. Post conference with scored feedback on elements observed required within 10 school days
- g. Scored feedback serves as evidence for midterm, interim and/or formal evaluation of professional practice

2. Informal Observations:

- a. Formative in nature
- b. Minimum of 2 for all teachers by administrator
- c. Scored feedback on element(s) observed provided within 5 school days, electronically or face-to-face
- d. Scored feedback serves as evidence for midterm, interim and/or formal evaluation of professional practice
- e. Additional 2 required for teachers with 0 – 2 (1st-3rd) years of experience, by peer or administrator, with written feedback
- f. A minimum of 1 additional informal observation for teachers who have completed 3 or more (4th plus) years of experience in Brevard, by peer or administrator, with written feedback and evidence of using the feedback to change practice required for distinguished PGP implementation

3. Midterm Evaluation of Professional Practice:

- a. Formative in nature
- b. 1 required during first semester for teachers with 0 – 2 (1st-3rd) years of experience
- c. Includes teacher's self-reflection
- d. Includes at least one formal observation (see steps in # 1)
- e. Requires evaluation of all 5 IPPAS dimensions

4. Interim Evaluation of Professional Practice:

- a. Completed for any teacher with whom an administrator has a performance concern
- b. Includes teacher's self-reflection
- c. Includes at least one formal observation (see steps in #1)
- d. Requires evaluation of all 5 IPPAS dimensions
- e. PDAP's will be developed with the teacher, implemented by the teacher and the administrator, and monitored by the administrator for each dimension scored a
- f. 4.5 or below
- g. Administrators will identify no more than 2 dimensions at a time for focused effort during a 2-4 week improvement cycle
- h. PDAP's may be continued or added at the conclusion of the improvement cycle if additional growth is needed

5. Annual Evaluation of Professional Practice (45 points):

- a. Summative in nature, mastery-based
- b. Required annually for all teachers in the spring
- c. Includes teacher's self-reflection
- d. Requires evaluation of all 5 IPPAS dimensions
- e. Evidence will not be required for indicators or dimensions on which the administrator's score and the teacher's self-reflection score are equivalent or on indicators or dimensions that have been previously documented through the observation process
- f. All evidence remains at the school

6. Summative Part 1:

- a. 67 points
- b. Includes Annual Evaluation of Professional Practice (45 points), PGP Development (8 points), PGP Implementation (10 points), and Collaborative/Mutual Accountability Score (4 points)
- c. Original is signed in the spring of the current school year by teacher and administrator and submitted to the District

7. Summative Part 2:

- a. Totals 100 points
- b. Includes Summative Part 1 (2/3) and Student Achievement Scores (1/3)
- c. Original is signed in the fall of the next school year by teacher & administrator and submitted to the District

Administrators may conduct additional formal or informal observations. If evidence will be used in formal evaluations, teachers must be provided written feedback in accordance with the contract.

Administrators may conduct classroom walk-throughs or instructional rounds with other administrators or teachers for data collection and inter-rater reliability. These events are NOT evidence for a teacher's evaluation. Prior notice to the teacher of a walk-through is not required.

Additional Required Steps in the Process:

8. PGP Development

- Teachers may choose between two PGP options:
- Option A: traditional PGP, relies on quantitative student performance data
- Option B: PGP based on IPPAS, relies on a teacher's evaluative performance data from 2015-2016
- Teachers wishing to receive specific feedback about a draft PGP may submit it to their administrator for review prior to scoring; last day for draft submission will be Monday, October 17
- Administrators will return draft PGP with specific feedback by Friday, October 28, to allow adequate time for revision
- Teachers will submit their PGP to their administrator and the peer review team by Friday, November 18
- Scores will be provided to teachers by Friday, December 16
- Peer Review Team (PRT) members will receive scores from two peer reviewers
- PRT members are not allowed to score their own PGP
- Teachers hired on or after November 18 will have a PGP deadline of Monday, January 30
- Teachers hired on or after January 10, 2017, will not submit a PGP

9. PGP Implementation

- Evidence to support implementation of the PGP may include training records, peer observations, student work samples, lesson plans, parent communication, and other artifacts illustrating the teacher's efforts to implement the strategies indicated and use feedback from colleagues to improve instructional practice
- Additional evidence is not required for indicators or dimensions observed by the administrator
- Teachers must submit PGP implementation evidence and self-assessment to their assigned evaluator by Friday, March 17

10. Collaboration & Mutual Accountability Teams

- Teams may be comprised of teachers choosing to work together from inside or outside the school
- Teams must include a minimum of 3 teachers per team
- Teachers who choose to work with teachers from outside the school will have to make arrangements with their administrator for scheduled collaborative time that does not take away from other instructional responsibilities
- Collaboration may be face-to-face, or via an electronic medium, or a combination, but should be regular and ongoing
- Teams have two purposes: 1) working together to improve each other's instructional practice, and 2) working with at-risk students to improve their achievement and close the achievement gap
- Teams will be established in collaboration with the supervising administrator by September 16, 2016
- Teachers hired between September 19, 2016 and January 9, 2017 will be assigned to a CMA team by an administrator no later than January 30, 2017
- Team and self-scoring to be completed by March 3, 2017

Short-term Evaluation:

- For teachers hired on or after January 10, 2017
- For teachers retiring or going out on long-term leave with less than a semester of service
- For short-term contract teachers
- Teachers who receive a short-term evaluation will not be eligible for performance pay for the 2016-2017 school year

PROFESSIONAL GROWTH PLAN OPTIONS 2016-2017

Options	Option A: Quantitative (Traditional)	Option B: Evaluative (IPPAS Summative Part 1 or Other*)
Descriptions	<p>Option A focuses on the quantitative piece of the traditional PGP (i.e.: standardized assessment).</p> <p>Same PGP format as in previous years except there is no qualitative piece.</p> <p>Template is simplified.</p>	<p>Teacher uses the Summative Part 1 and feedback from supervising administrator to identify one element in any of the five dimensions of professional practices to focus his/her professional development for improvement.</p> <p>Template has district created drop-down options as well as options where the teacher can create/personalize his/her own strategies and outcomes for improvement.</p> <p>*New teacher or new to the district - Teacher uses previous evaluation from last teaching assignment, written feedback from intern supervisor, or feedback from informal observation from current administration.</p>
Timeline	<p>Teachers may submit a draft of their PGP for review no later than 10/17/2016</p> <p>Administrators must provide draft feedback to teachers who choose to submit a draft no later than 10/28/2016</p> <p>Final submission of PGP is due no later than 11/18/2016</p> <p>PGPs must be scored and feedback provided no later than 12/16/2016</p>	
Notes (Timeline & Scoring)	<p>All PGP Development options require teacher reflection.</p> <p>Teachers hired after 11/18/2016 on a regular contact must submit a PGP no later than 1/30/2017. Teachers hired for a short-term contract do not complete a PGP.</p> <p>PGP Implementation for all options are due on 3/17/2017 for Annual Contract (AC) and Professional Services Contract (PSC) teachers.</p> <p>All PGP Development and Implementation will have the same scoring for all options (see rubric).</p> <p>PGP Development is worth 8 points total (same procedure as last year - PRT assessment of development is worth a total of 8 points and the administrators assessment of implementation is worth a total of 8 points. All 3 PRT scores are averaged, and then averaged again with the administrator's score).</p> <p>PGP Implementation is worth 10 points total (same procedure as last year - teacher's self-assessment of implementation is worth a total of 10 points and the administrator's assessment of implementation is worth a total of 10 points. The teacher's and the administrator's scores are averaged for a total of 10 points).</p> <p>PGP training for the principal and one PRT member is scheduled for 8/22/2016. More information is forthcoming.</p>	

The Percentage of the Final Evaluation Based on Additional Indicators

Additional Indicators		Score %	Scoring Method	Calculation
PGP Development	OPT A	Score % Final Eval 8 pts = 8%	See attached rubric	<p>Plan Development (<i>based on continuous improvement cycle</i>) - this section is to be completed by the school principal (or designee) and three teacher-leaders upon thorough review of each teacher’s annual Professional Growth Plan. The PGP will have a total value of 8 points; each element will be added together and divided by 3. The three teacher-leader assessments will then be added together and averaged for a sub-final score. The administrator assessment will be added to the teacher-leader sub-final score and then divided by two. The final PGP points will then be rounded to the nearest tenth of a decimal.</p>
	OPT B			
PGP Implementation		10 pts = 10%	See attached rubric	<p>Plan Implementation – this section is to be completed by the school principal (or designee) and the teacher who designed the Professional Growth Plan. The administration will monitor the implementation of the PGP, provide feedback and use rubric below for determining the level of implementation. The teacher will also self-assess and score their level of implementation as indicated below. The administrator’s score of up to a possible 10 points and the teacher’s score of up to a possible 10 points will be added together and then divided by two for a final PGP Implementation score of a possible total of 10 points.</p>
Collaboration and Mutual Accountability		4 pts = 4%	See attached rubric	<p>Collaboration – Collaborative team members will self-assess and score each other using the Collaborative & Mutual Accountability rubrics. Team scores will be averaged for a total of (4) points.</p>

Professional Growth Plan (PGP) Development Options
Professional Growth Plan (PGP) Development Option A -- Quantitative Data

Plan Development (*based on continuous improvement cycle*) - this section is to be completed by the school principal (or designee) and three teacher-leaders upon thorough review of each teacher’s annual Professional Growth Plan. The PGP will have a total value of 8 points; each element will be added together and divided by 3. The three teacher-leader assessments will then be added together and averaged for a sub-final score. The administrator assessment will be added to the teacher-leader sub-final score and then divided by two. The final PGP points will then be rounded to the nearest tenth of a decimal.

Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory (2 Points)	Non-Compliance (0 Points)
I. Development of Professional Growth Plan Goal	<ol style="list-style-type: none"> 1. Teacher articulates research based rationale for his/her goal. 2. Analyzes quantitative and qualitative student assessment data to develop a goal addressing a change in classroom practice that supports the school improvement plan and improved student achievement outcomes. 3. Reflection on professional practice is multi-metric and clearly evident in goal development (SIP, professional journals, collegial conversations, etc.). 	<ol style="list-style-type: none"> 1. Teacher articulates research based rationale for his/her goal. 2. Analyzes quantitative student assessment data to develop a goal addressing a change in classroom practice. 3. Reflection on professional practice is evident in goal development. 	<ol style="list-style-type: none"> 1. Little evidence of reflection of current research, classroom practice, or student achievement data. 2. Reflection on professional practice is not evident. 	<ol style="list-style-type: none"> 1. No evidence of reflection of current research, classroom practice, or student achievement data. 	<ol style="list-style-type: none"> 1. There is non-compliance in the development of a PGP.
Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory (2 Points)	Non-Compliance (0 Points)
II. Work Plan Strategies	<ol style="list-style-type: none"> 1. Strategies are action oriented and deeply embedded within practice. 2. There is a clear, direct connection to the professional growth goal. 3. Timelines are defined and realistic. 4. New practice is followed by three or more feedback opportunities and reflection. 5. Professional development and implementation are included in plan. 	<ol style="list-style-type: none"> 1. Strategies are action oriented and embedded within practice. 2. Connection to the professional growth goal is evident. 3. Timelines are defined. 4. New practice is followed by two or more opportunities and reflection. 5. Professional development is included in plan. 	<ol style="list-style-type: none"> 1. Strategies may be action oriented and partially complete. 2. Connection to the professional growth goal is weak. 3. Timelines are not clearly defined and/or realistic. 4. New practice is followed by one opportunity for feedback and reflection. 	<ol style="list-style-type: none"> 1. Strategies are not action oriented and are incomplete. 2. No connection to the professional growth goal. 3. Timelines are poorly defined and/or unrealistic. 4. Opportunities for feedback and reflection are not evident. 	<ol style="list-style-type: none"> 1. There is non-compliance in the development of a PGP.

Professional Growth Plan (PGP) Development Option A -- Quantitative Data – *continued*

Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory 2 Points)	Non-Compliance (0 Points)
III. Anticipated Outcomes	<ol style="list-style-type: none"> 1. There is a clear connection between the goal and improved teaching practice and student learning. 2. Anticipated outcomes are connected to data and SMART (Strategic and Specific, Measurable, Attainable, Results-Oriented and Time-Bound). 	<ol style="list-style-type: none"> 1. There is a clear connection between the goal and improved teaching practice and student learning. 2. Anticipated outcomes are clearly defined and measurable. 	<ol style="list-style-type: none"> 1. There is some connection between the goal and improved teaching practice and student learning. 2. Anticipated outcomes are defined or measurable. 	<ol style="list-style-type: none"> 1. There is no connection between the goal and improved teaching practice and student learning. 2. Anticipated outcomes are not defined or measurable. 	<ol style="list-style-type: none"> 1. There is non-compliance in the development of a PGP.

Professional Growth Plan (PGP) Development Option B -- Evaluative Data

Plan Development (*based on continuous improvement cycle*) - this section is to be completed by the school principal (or designee) and three teacher-leaders upon thorough review of each teacher’s annual Professional Growth Plan. The PGP will have a total value of 8 points; each element will be added together and divided by 3. The three teacher-leader assessments will then be added together and averaged for a sub-final score. The administrator assessment will be added to the teacher-leader sub-final score and then divided by two. The final PGP points will then be rounded to the nearest tenth of a decimal.

Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory (2 Points)	Non-Compliance (0 Points)
I. Development of Professional Growth Plan Goal	<p>Uses the Domains/Elements from IPPAS as rationale to develop, analyze, and implement goal.</p> <ol style="list-style-type: none"> Teacher selects element where improvement in professional practice can be clearly demonstrated based on the teacher’s score on the previous year’s professional practices portion of the evaluation. Professional development and implementation are included in plan. 	<p>Uses the Domains/Elements from IPPAs as rationale to develop, analyze, and implement goal.</p> <ol style="list-style-type: none"> Teacher selects element where improvement in professional practice can be demonstrated based on the teacher’s score on the previous year’s professional practices portion of the evaluation. Professional development and implementation are included in plan. 	<ol style="list-style-type: none"> Teacher selects element where improvement in professional practice can be demonstrated based on the teacher’s score on the previous year’s professional practices portion of the evaluation. Professional development is included but not implemented. 	<ol style="list-style-type: none"> Teacher selects element where improvement in professional practice can be demonstrated based on the teacher’s score on the previous year’s professional practices portion of the evaluation. Professional development is not included. 	<ol style="list-style-type: none"> There is non-compliance in the development of a PGP.
Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory (2 Points)	Non-Compliance (0 Points)
II. Work Plan Strategies	<ol style="list-style-type: none"> The selected strategies directly connect to the selected dimension/element, are action oriented, and deeply embedded within practice. Timelines are appropriate for meaningful implementation. 	<ol style="list-style-type: none"> The selected strategies connect to the selected dimension/element, are action oriented, and embedded within practice. Timelines are appropriate for implementation. 	<ol style="list-style-type: none"> The selected strategies connect to the selected dimension/element and are action oriented. Timelines are not appropriate for meaningful implementation. 	<ol style="list-style-type: none"> The selected strategies do not connect to the selected dimension/element and/or are not action oriented. Timelines are not appropriate for meaningful implementation. 	<ol style="list-style-type: none"> There is non-compliance in the development of a PGP.
Elements	Distinguished (8 Points)	Proficient (6 Points)	Developing (4 Points)	Unsatisfactory (2 Points)	Non-Compliance (0 Points)
III. Anticipated Outcomes	<ol style="list-style-type: none"> New practice is followed by three or more feedback opportunities and reflection. Teacher’s reflection in the anticipated outcomes provides a clear correlation between improved professional practice and improved student mastery. 	<ol style="list-style-type: none"> New practice is followed by two or more feedback opportunities and reflection. Teacher’s reflection in the anticipated outcomes provides a connection between improved professional practice and improved student mastery. 	<ol style="list-style-type: none"> New practice is followed by one opportunity for feedback and reflection. Connection between improved professional practice and improved student mastery is evident. 	<ol style="list-style-type: none"> New practice is not followed by any opportunity for feedback and/or reflection. No connection between improved professional practice and improved student mastery. 	<ol style="list-style-type: none"> There is non-compliance in the development of a PGP.

PROFESSIONAL GROWTH PLAN [PGP] IMPLEMENTATION

Options A and B

Plan Implementation – this section is to be completed by the school principal (or designee) and the teacher who designed the Professional Growth Plan. The administration will monitor the implementation of the PGP, provide feedback and use rubric below for determining the level of implementation. The teacher will also self-assess and score their level of implementation as indicated below. The administrator’s score of up to a possible 10 points and the teacher’s score of up to a possible 10 points will be added together and then divided by two for a final PGP Implementation score of a possible total of 10 points.

Elements	Distinguished (10 Points)	Proficient (7 Points)	Developing (4 Points)	Unsatisfactory (1 Point)	Non-Compliance (0 Points)
<p>1. Implementation of Professional Growth Plan</p> <p>Implements the plan with fidelity and professional practice as well as seeks feedback and support</p>	<ol style="list-style-type: none"> 1. Fidelity is consistently evident both in the teacher’s participation in the identified professional development and in the implementation of professional practice strategies. 2. New practice is sustained throughout lessons and is consistently linked to earlier, formative attempts or feedback. 3. Timeline(s) is/are followed and/or adjusted with appropriate rationale. 4. Evidence of reflection is consistent throughout implementation. 5. There is evidence of at least three feedback opportunities. 6. There is evidence that instruction has been modified based on feedback and reflection. 7. The in-process measurements were consistently used. 	<ol style="list-style-type: none"> 1. Fidelity is evident both in the teacher’s participation in the identified professional development and in the implementation of professional practice strategies. 2. New practice is sustained throughout lessons and is linked to feedback. 3. Timeline(s) is/are followed and/or adjusted with appropriate rationale. 4. Reflection is evident in implementation. 5. There is evidence of at least two feedback opportunities. 6. There is evidence that instruction has been modified based on feedback and reflection. 7. The in-process measurements were used. 	<ol style="list-style-type: none"> 1. There is evidence that the teacher participated in professional development. 2. New practice is inconsistently applied throughout lessons. 3. Timeline(s) is/are inconsistently followed. 4. Little reflection is evident in implementation. 5. There is evidence of at least one feedback opportunity. 	<ol style="list-style-type: none"> 1. There is no evidence that the teacher participated and/or implemented professional development linked to new practice. 2. The new practice is not tied to lessons. 3. Timelines are either not established or not followed. 4. No reflection is evident. 5. Feedback has not been sought. 	<ol style="list-style-type: none"> 1. There is non-compliance in the development and implementation of a PGP.

Collaboration and Mutual Accountability

4 points	3 points	2 points	1 point	0 points
<ol style="list-style-type: none"> 1. Teacher seeks from and provides colleagues with input regarding specific instructional strategies and practices. 2. The teacher interacts with colleagues in a positive manner to promote student learning and school-wide success through team efforts, vertical and/or horizontal articulation and common assessments. 3. The teacher is aware of the school's primary initiatives and consistently participates in them in accordance with his/her talents and abilities. 4. The teacher's actions support a professional culture marked by trust, shared purpose, innovative spirit, continual learning and dedication to the mission of teaching and 	<ol style="list-style-type: none"> 1. Teacher seeks from and/or provides colleagues with input regarding specific instructional strategies and practices. 2. The teacher interacts with colleagues in a positive manner to promote student learning and school-wide success to include at least two of the following: vertical and/or horizontal articulation, team efforts or common assessments. 3. The teacher is aware of the school's primary initiatives and participates in them on a regular basis. 4. The teacher's actions support a professional culture marked by trust, shared purpose, innovative spirit, continual learning and dedication to the mission of teaching and learning. 	<ol style="list-style-type: none"> 1. Teacher occasionally seeks from and/or provides colleagues with input regarding specific instructional strategies and practices. 2. The teacher works effectively with colleagues to promote student learning and school when asked to do so. 3. The teacher is aware of the school's primary initiatives and will participate in them when asked to do so. 4. The teacher's actions support a professional culture marked by trust, shared purpose, innovative spirit, continual learning and dedication to the mission of teaching and learning. 	<ol style="list-style-type: none"> 1. Teacher will seek from and/or provide colleagues with input regarding specific instructional strategies and practices when asked to do so. 2. Teacher does not consistently interact with colleagues in a positive manner to promote student learning and school-wide success. 3. While teacher may be aware of the school's primary initiatives, he/she participates in them sporadically and reluctantly. 	<ol style="list-style-type: none"> 1. Little or no evidence that the teacher seeks from and/or provides colleagues with input regarding specific instructional strategies and practices when asked to do so. 2. Teacher is disengaged and/or exhibits destructive negativism.

4. Summative Evaluation Score

Directions:

The district shall provide:

1. The summative evaluation form(s); and
2. The scoring method, including how it is calculated and combined; and
3. The performance standards used to determine the summative evaluation rating. Districts shall use the four performance levels provided in s. 1012.34(2)(e), F.S. [Rule 6A-5.030(2)(e), F.A.C.].

See next page for information:

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## Evaluation Summary Calculation Form for Resource Teachers *(continued)*

Name \_\_\_\_\_  
*Last*
*First*
*MI*

School Year \_\_\_\_\_

| Student Performance / Growth Measures            |              |            |
|--------------------------------------------------|--------------|------------|
| Component 3: Description                         | Pts Possible | Pts Earned |
| 3. Student Achievement Results<br>1a Value Added | 33           |            |
| <b>Component 3: Cumulative Total</b>             | <b>33</b>    |            |

| Alignment Component and Final Calculation     |              |            |
|-----------------------------------------------|--------------|------------|
| Final Calculation                             | Pts Possible | Pts Earned |
| Formative Evaluation Total (Components 1 & 2) | 67           |            |
| Student Performance Total                     | 33           |            |
| <b>Component 3: Cumulative Total</b>          | <b>100</b>   |            |

Highly Effective
  Effective
  Needs Improvement
  Unsatisfactory

| Score             | Begin Range | End Range |
|-------------------|-------------|-----------|
| Highly Effective  | 85.5        | 100       |
| Effective         | 68.5        | 85.4      |
| Needs Improvement | 45.5        | 68.4      |
| Unsatisfactory    | 0           | 45.4      |

## 5. Additional Requirements

### **Directions:**

#### **The district shall provide:**

1. Confirmation that the district provides instructional personnel the opportunity to review their class rosters for accuracy and to correct any mistakes [Rule 6A-5.030(2)(f)1., F.A.C.]
2. Documentation that the evaluator is the individual who is responsible for supervising the employee. An evaluator may consider input from other personnel trained in evaluation practices. If input is provided by other personnel, identify the additional positions or persons. Examples include assistant principals, peers, district staff, department heads, grade level chairpersons, or team leaders [Rule 6A-5.030(2)(f)2., F.A.C.].
3. Description of training programs and processes to ensure that all employees subject to an evaluation system are informed on evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place, and that all individuals with evaluation responsibilities and those who provide input toward evaluation understand the proper use of the evaluation criteria and procedures [Rule 6A-5.030(2)(f)3., F.A.C.].
4. Description of processes for providing timely feedback to the individual being evaluated [Rule 6A-5.030(2)(f)4., F.A.C.].
5. Description of how results from the evaluation system will be used for professional development [Rule 6A-5.030(2)(f)5., F.A.C.].
6. Confirmation that the district will require participation in specific professional development programs by those who have been evaluated as less than effective as required by s. 1012.98(10), F.S. [Rule 6A-5.030(2)(f)6., F.A.C.].
7. Documentation that all instructional personnel must be evaluated at least once a year [Rule 6A-5.030(2)(f)7., F.A.C.].
8. Documentation that classroom teachers are observed and evaluated at least once a year [Rule 6A-5.030(2)(f)8., F.A.C.].
9. Documentation that classroom teachers newly hired by the district are observed and evaluated at least twice in the first year of teaching in the district pursuant to s. 1012.34(3)(a), F.S. [Rule 6A-5.030(2)(f)8., F.A.C.].
10. Documentation that the evaluation system for instructional personnel includes opportunities for parents to provide input into performance evaluations when the district determines such input is appropriate, and a description of the criteria for inclusion, and the manner of inclusion of parental input [Rule 6A-5.030(2)(f)9., F.A.C.].
11. Identification of teaching fields, if any, for which special evaluation procedures and criteria are necessary [Rule 6A-5.030(2)(f)10., F.A.C.].
12. Description of the district's peer assistance process, if any. Peer assistance may be part of the regular evaluation system, or used to assist personnel who are placed on performance probation, or who request assistance, or newly hired classroom teachers [Rule 6A-5.030(2)(f)11., F.A.C.].

#### **The district shall provide:**

1. Confirmation that the district provides instructional personnel the opportunity to review their class rosters for accuracy and to correct any mistakes [Rule 6A-5.030(2)(f)1., F.A.C.]

To ensure that the IPPAS calculation is as accurate as possible for each teacher, Section 1012.34(1)(a), Florida Statute requires the State Board of Education to establish a process to permit instructional personnel to review the class roster for accuracy and to correct any mistakes relating to the identity of students for whom the individual is responsible.

All instructional staff will use the FDOE online tool to verify the information, make changes, and submit to the district contacts their roster verification. Teachers will be able to verify that the students were on their roster (enrolled) during Survey (2) and (3), add students that may be missing from the roster, as well as delete students that should not be included based on Survey (2) and (3) enrollment. The principal or a delegated representative will verify and enter teacher roster changes through this online roster verification tool for submission to the Florida Department of Education.

Each school principal or their designee will need to distribute, collect, verify, and record additions or deletions for their school for a final review by the district who will ultimately submit these additions/deletions to the state in preparation for the IPPAS calculations.

**The district shall provide:**

2. Documentation that the evaluator is the individual who is responsible for supervising the employee. An evaluator may consider input from other personnel trained in evaluation practices. If input is provided by other personnel, identify the additional positions or persons. Examples include assistant principals, peers, district staff, department heads, grade level chairpersons, or team leaders [Rule 6A-5.030(2)(f)2., F.A.C.]

Observations and evaluation of a teacher's performance for the purpose of formal evaluation will be conducted either singularly or in combination by a school administrator(s), district level administrator(s), or other qualified person(s), who may be specifically requested by the school board to assist in observations and evaluations. All formal evaluations will be conducted by the teacher's supervisor. However, feedback from observations conducted by district level administrators or peer mentor teachers will be provided to the teacher for constructive purposes. All formal evaluations will be conducted with the knowledge of the teacher. If an evaluator is used who is not regularly assigned to work in the same school as the teacher being evaluated, the evaluator will be identified to the teacher prior to such evaluation.

**The district shall provide:**

3. Description of training programs and processes to ensure that all employees subject to an evaluation system are informed on evaluation criteria, data sources, methodologies, and procedures associated with the evaluation before the evaluation takes place, and that all individuals with evaluation responsibilities and those who provide input toward evaluation understand the proper use of the evaluation criteria and procedures [Rule 6A-5.030(2)(f)3., F.A.C.]

All teachers will be apprised of the formal evaluation procedures during preplanning. A teacher who is employed after the preplanning period will be similarly apprised prior to the implementation of such procedures relative to the evaluation. The appraisal will include an overview of the appraisal system, description of summative I and II evaluation and forms, description of the five dimensions and scoring rubrics, description of the professional growth plan and forms for both development and implementation, description of the collaboration and mutual accountability and forms and the scoring method and calculation system. Administrators who evaluate teachers must attend the annual Evaluation Procedures: Initial Observation Certification for IPPAS training in order to evaluate instructional personnel.

**The district shall provide:**

4. Description of processes for providing timely feedback to the individual being evaluated [Rule 6A-5.030(2)(f)4., F.A.C.]

Feedback from formal evaluations will be discussed within ten workdays following an observation of the teacher. The purpose for such discussion will be for the evaluator and teacher to examine the teacher's strengths and weaknesses and possible assistance to be given and means for improvement of those strengths

and weaknesses. The teacher will be provided a signed copy, or electronic copy, of the formal evaluation within twenty-four hours of the discussion.

**The district shall provide:**

- 5. Description of how results from the evaluation system will be used for professional development [Rule 6A-5.030(2)(f)5., F.A.C.]

District and school evaluative data is collected and discussed at the macro (district) and micro (school/department) levels to support professional development as trends emerge. District and school resources are employed to meet the needs at all levels to support teachers in a continuous improvement cycle to demonstrate attainment of knowledge and skills as verified by school and district leaders.

**The district shall provide:**

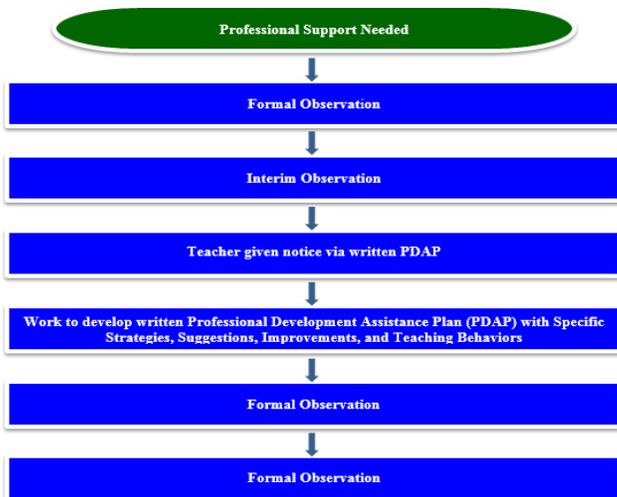
- 6. Confirmation that the district will require participation in specific professional development programs by those who have been evaluated as less than effective as required by s. 1012.98(10), F.S. [Rule 6A-5.030(2)(f)6., F.A.C.]

**Less Than Proficient Performance Ratings**

If from the formative observations, it is believed that an instructional employee’s performance in any of the performance areas falls in either the unsatisfactory or needs professional support category, the following procedures will be utilized:

- E. Written notice in the form of a formal observation that the performance within the specified area is below an effective level,
- F. The required employee conference will focus on recommendations for improvement with respect to the deficient areas,
- G. A written Professional Development Assistance Plan (PDAP) will be developed with the employee to correct said deficiencies; and
- H. A specific and reasonably prescribed period of time will be given to correct said deficiencies.

If the employee receives a rating of professional support needed or unsatisfactory in any of the performance areas, the written material identified in A through D above must be written and recorded on a Professional Development Assistance Plan form. Both the formative and summative forms and attachment(s) shall contain the teacher’s signature and date received.



## **Teacher with Unsatisfactory Ratings**

These teachers are NOT progressing toward meeting the Florida Educator Accomplished Practices (FEAP) as expected; more conferences should be conducted to provide additional opportunities for feedback and improvement. These teachers must participate in bi-monthly observations by an administrator and will be placed on a Professional Development Assistance Plan (PDAP). These additional observations will help support the decision-making process about renewal of the teacher's contract for the next year.

The supervisor is ultimately responsible for the observation process. However, supervisors are encouraged to have the employee participate in the observation and conferencing process with different employees/supervisors. This allows employees and supervisors to gain insight from others with different experience and expertise. Any employee asked to conduct observations shall have received training in how to observe and conference. Communication must occur between all observers so that employees do not get conflicting messages and the focus on their growth is consistent. The supervisor should always be aware of the outcome of the conferences.

**The district shall provide:**

7. Documentation that all instructional personnel must be evaluated at least once a year [Rule 6A-5.030(2)(f)7., F.A.C.]

All instructional personnel will be evaluated at least once a year. Teachers will have no less than one consecutive twenty minute administrative observation as part of a formal annual evaluation and no longer than the period of time that the particular class or activity is in session. The feedback will be reduced to writing. Any other observations of the teacher's performance by administration in the evaluation of the teacher's performance will be in writing and provided to the teacher within five working days.

**The district shall provide:**

8. Documentation that classroom teachers are observed and evaluated at least once a year [Rule 6A-5.030(2)(f)8., F.A.C.]

## **Teachers with Three or More Years of Teaching Experience for BPS**

All teachers must participate in no less than one annual evaluation.

Teachers must participate in at least two observations, or an additional third observation when being considered as a distinguished teacher. A conference will precede the annual evaluation.

**The district shall provide:**

9. Documentation that classroom teachers newly hired by the district are observed and evaluated at least twice in the first year of teaching in the district pursuant to s. 1012.34(3)(a), F.S. [Rule 6A-5.030(2)(f)8., F.A.C.]

## **New Teachers (0-2 Years) or Teachers From Out Of State/County Who Have Transferred To Brevard Public Schools (BPS)**

These teachers must participate in a minimum of four observations; two by an administrator and two by peers during the year, to include two annual evaluations by the administrator. These teachers will participate in two conferences, the first conference will precede the first annual evaluation. The second conference will precede the second annual evaluation.

**The district shall provide:**

10. Documentation that the evaluation system for instructional personnel includes opportunities for parents to provide input into performance evaluations when the district determines such input is appropriate, and a description of the criteria for inclusion, and the manner of inclusion of parental input [Rule 6A-5.030(2)(f)9., F.A.C.]

### **Parental & Community Input**

The district will provide a parent input survey to the schools to be distributed to the parents of students at the school. This survey will ask parents to respond to questions about their child's instructional program, about communication between the home and school, level of parent involvement, availability of materials, and homework. These surveys will include a comment section where parents are given the opportunity to provide input on teachers, administrators, school programs, etc. This input may be in the form of commendations or recommendations. Opportunities for feedback to teachers and administrators are also provided in the district's nine-week student progress reports and interim progress reports. School Advisory Council meetings, parent-teacher conferences, and parent-administrator conferences give parents an opportunity to share information and opinions about the school and teachers. The rubrics for relationships with students and relationships with parent/community will be used to document parent/student support of instructional teachers. Data and information from any of these sources may be used in teacher evaluations.

**The district shall provide:**

11. Identification of teaching fields, if any, for which special evaluation procedures and criteria are necessary [Rule 6A-5.030(2)(f)10., F.A.C.]

A teacher must have worked a minimum of two consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved pay for performance program. All other teachers will be evaluated on a Short-term Evaluation by the principal or administrative designee upon the end of the short term contract.

**The district shall provide:**

12. Description of the district's peer assistance process, if any. Peer assistance may be part of the regular evaluation system, or used to assist personnel who are placed on performance probation, or who request assistance, or newly hired classroom teachers [Rule 6A-5.030(2)(f)11., F.A.C.]

### **District Peer Mentor Teachers**

Brevard Public Schools makes available to all instructional employees the services of its District Peer Mentor Teachers. These highly trained, highly qualified professionals work with new teachers, teachers experiencing difficulties in any of the performance areas in the performance appraisal system, or any other instructionally certified employee who can benefit from their professional, collegial services. The main purpose of their work is to provide developmental assistance and support to improve employee performance. Peer Mentor Teacher services may be requested by employee self-referral or by an administrative referral. Interested employees may contact the Office of Professional Learning and Development for further information.

## 6. District Evaluation Procedures

### **Directions:**

**The district shall provide evidence that its evaluation policies and procedures comply with the following statutory requirements:**

1. In accordance with s. 1012.34(3)(c), F.S., the evaluator must:
  - submit a written report of the evaluation to the district school superintendent for the purpose of reviewing the employee's contract [Rule 6A-5.030(2)(g)1., F.A.C.]
  - submit the written report to the employee no later than 10 days after the evaluation takes place [Rule 6A-5.030(2)(g)2., F.A.C.]
  - discuss the written evaluation report with the employee [Rule 6A-5.030(2)(g)3., F.A.C.]
  - The employee shall have the right to initiate a written response to the evaluation and the response shall become a permanent attachment to his or her personnel file [Rule 6A-5.030(2)(g)4., F.A.C.]
2. The district shall provide evidence that its evaluation procedures for notification of unsatisfactory performance comply with the requirements outlined in s. 1012.34(4), F.S. [Rule 6A-5.030(2)(h), F.A.C.]
3. Documentation the district has complied with the requirement that the district school superintendent shall annually notify the Department of any instructional personnel who receive two consecutive unsatisfactory evaluations and shall notify the Department of any instructional personnel who are given written notice by the district of intent to terminate or not renew their employment, as outlined in s. 1012.34(5), F.S. [Rule 6A-5.030(2)(i), F.A.C.]

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The district shall provide evidence that its evaluation policies and procedures comply with the following statutory requirements:

1. In accordance with s. 1012.34(3)(c), F.S., the evaluator must:
 - submit a written report of the evaluation to the district school superintendent for the purpose of reviewing the employee's contract [Rule 6A-5.030(2)(g)1., F.A.C.]
 - submit the written report to the employee no later than 10 days after the evaluation takes place [Rule 6A-5.030(2)(g)2., F.A.C.]
 - discuss the written evaluation report with the employee [Rule 6A-5.030(2)(g)3., F.A.C.]
 - The employee shall have the right to initiate a written response to the evaluation and the response shall become a permanent attachment to his or her personnel file [Rule 6A-5.030(2)(g)4., F.A.C.]

Feedback from formal evaluations will be discussed and signed by teacher and evaluator within ten workdays following an observation of the teacher. The purpose for such discussion will be for the evaluator and teacher to examine the teacher's strengths and weaknesses and possible assistance to be given and means for improvement of those strengths and weaknesses. The teacher will be provided a signed copy, or electronic copy, of the formal evaluation within twenty-four hours of the discussion. Teachers will be provided with a copy of the written evaluation (or electronic copy) and given observation records. The teacher will be given an opportunity to submit written comments regarding evaluation and records within fifteen workdays of the receipt by the teacher. The teacher's response will be attached and sent along with the evaluation and placed in the teacher's employment file in the Human Resources department. In accordance with 1012.34(3)(c), F.S., the Human Resources department submits a written report of the all teacher evaluations for the superintendent for reviewing of the employee's contract.

The district shall provide evidence that its evaluation policies and procedures comply with the following statutory requirements:

2. The district shall provide evidence that its evaluation procedures for notification of unsatisfactory performance comply with the requirements outlined in s. 1012.34(4), F.S. [Rule 6A-5.030(2)(h), F.A.C.]
3. Documentation the district has complied with the requirement that the district school superintendent shall annually notify the Department of any instructional personnel who receive two consecutive unsatisfactory evaluations and shall notify the Department of any instructional personnel who are given written notice by the district of intent to terminate or not renew their employment, as outlined in s. 1012.34(5), F.S. [Rule 6A-5.030(2)(i), F.A.C.]

Guideline and Timeline for Needs Improvement/Unsatisfactory Teachers

First Year - Overall Needs Improvement Evaluation

Teacher is placed on an interim evaluation and Professional Development Assistance Plan(s) (PDAP) until improvement is achieved. District Peer Mentor Teacher is assigned by Professional Learning and Development.

Interim Evaluation of Professional Practice:

1. Completed for any teacher with whom an administrator has a performance concern.
2. Includes teacher's self-reflection.
3. Includes at least one formal observation.
4. Requires evaluation of all five (5) IPPAS dimensions.
5. PDAP's will be developed with the teacher, implemented by the teacher and the administrator, and monitored by the administrator for each dimension scored a 4.5 or below.

Second Year - Overall Needs Improvement Evaluation

Teacher is again placed on an interim evaluation and the Professional Development Assistance Plan(s) (PDAP). A District Peer Mentor Teacher will continue with services to aid in improvement. The teacher's salary is frozen in accordance with the teacher contract.

Interim Evaluation of Professional Practice

1. Completed for any teacher with whom an administrator has a performance concern.
2. Interim evaluation and PDAPs are prepared with a follow-up of every thirty (30) days.
3. Includes teacher's self-reflection.
4. Includes at least one formal observation.
5. Requires evaluation of all five (5) IPPAS dimensions.
6. PDAP's will be developed with the teacher, implemented by the teacher and the administrator, and monitored by the administrator for each dimension scored a 4.5 or below.

Unsatisfactory Evaluation – PSC teacher

Teacher is notified in writing that he/she is being placed on a ninety (90)-day probation following the receipt of the notice of unsatisfactory performance.

Interim Evaluation of Professional Practice

1. Interim evaluation and PDAPs are prepared with a follow-up of every fourteen (14) days.
2. Includes teacher's self-reflection.
3. Includes at least one formal observation.

4. Requires evaluation of all five (5) IPPAS dimensions.
5. PDAP's will be developed with the teacher, implemented by the teacher and the administrator, and monitored by the administrator for each dimension scored a 4.5 or below.
 - Within fourteen (14) days after the close of the ninety (90) calendar days, the evaluator must determine whether the performance deficiencies have been corrected and forward a recommendation to Human Resources Services.
 - Within fourteen (14) days after receiving the evaluator's recommendation, the superintendent or designee, must notify the employee who holds a professional services contract (PSC), in writing, whether the performance deficiencies have been satisfactorily corrected and whether the district school superintendent will recommend that the district school board continue or terminate his or her employment.
 - The employee must, within fifteen (15) days after receipt of the district school superintendent's recommendation, submit a written request for a hearing.
 - The hearing shall be conducted at the district school board's election in accordance with one of the procedures outlined in 1012.34 a. and b.

The teacher's salary is frozen in accordance with the teacher contract.

The superintendent or designee will notify the Department of Education of any instructional personnel who receive two consecutive unsatisfactory evaluations and will notify the Department of any instructional personnel who are given written notice by the district of intent to terminate or not renew their employment as outlined in s.1012.34(5), F. S.

7. District Self-Monitoring

Directions:

The district shall provide a description of its process for annually monitoring its evaluation system.

The district self-monitoring shall determine the following:

1. Evaluators' understanding of the proper use of evaluation criteria and procedures, including evaluator accuracy and inter-rater reliability; [Rule 6A-5.030(2)(j)1., F.A.C.]
2. Evaluators provide necessary and timely feedback to employees being evaluated; [Rule 6A-5.030(2)(j)2., F.A.C.]
3. Evaluators follow district policies and procedures in the implementation of evaluation system(s); [Rule 6A-5.030(2)(j)3., F.A.C.]
4. Use of evaluation data to identify individual professional development; [Rule 6A-5.030(2)(j)4., F.A.C.]
5. Use of evaluation data to inform school and district improvement plans [Rule 6A-5.030(2)(j)5., F.A.C.]

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**The district self-monitoring shall determine the following:**

1. Evaluators' understanding of the proper use of evaluation criteria and procedures, including evaluator accuracy and inter-rater reliability; [Rule 6A-5.030(2)(j)1., F.A.C.]

### **Evaluators' Understanding of the Proper Use of Evaluation Criteria and Processes Including Evaluator Accuracy and Inter-Rater Reliability**

#### **Process Training**

All administrators must participate in training relative to the instructional evaluation process.

The following aspects are included in the training:

- required number of informal observations with feedback for annual contract teachers and professional service contract teachers.
- required number of formal observations with feedback for annual contract teachers and professional service contract teachers.
- required mid-term evaluations for annual contract teachers.
- when interim evaluation is required.
- when professional Development Assistance Plans are required.
- Professional Growth Plan Options and point value within Summative Part 1.
- due dates associated with the instructional evaluation for teachers and administrators.

#### **Process Test**

All administrators are required to take and pass a test on the processes relative to the instructional evaluation.

#### **Observation Certification**

All administrators were recertified in classroom observation during the 2015-16 school year. Newly appointed administrators must participate in observation certification training, view two lessons on videotape, score both observations. Observation ratings are then scored by comparing the participant's scores to the scores from the norming team.

Additionally, all administrators are now on a three year cycle for recertification relative to classroom observation and feedback. New administrators will be trained by Cambridge Education relative to job-

embedded effective classroom observation and feedback certification annually. This includes accurate scoring for inter-rater reliability and providing effective feedback to teachers about instructional feedback.

**The district self-monitoring shall determine the following:**

2. Evaluators provide necessary and timely feedback to employees being evaluated; [Rule 6A-5.030(2)(j)2., F.A.C.]

Feedback from the formal evaluation will be discussed and signed by the teacher and evaluator within ten workdays following an observation of the teacher. Evaluators have been trained to follow the school board's policies and procedures, contractual agreements and department policies when conducting evaluative meetings with teachers.

**The district self-monitoring shall determine the following:**

3. Evaluators follow district policies and procedures in the implementation of evaluation system(s); [Rule 6A-5.030(2)(j)3., F.A.C.]

All evaluators will follow the board's policies and procedures and contractual agreements when evaluating instructional personnel. Evaluators have been trained and certified in the areas of instructional evaluations as well.

**The district self-monitoring shall determine the following:**

4. Use of evaluation data to identify individual professional development; [Rule 6A-5.030(2)(j)4., F.A.C.]

### **Professional Growth Plans (PGP)**

Each teacher sets clearly defined training objectives. The objectives are entered on the Professional Growth Planning Form. Objectives are linked to the Florida Educator Accomplished Practices. Specific and measurable student performance objectives are designed by the teacher based on the needs and characteristics of his/her class. Student objectives are linked to a state/district or school-approved student standard, such as the Florida Standards, Grade Level Expectations, School Improvement Plan Objectives, Strategic Plan Objectives or Individual Education Plans. The student performance objectives are measured by the teacher, and results are reported to the principal on the Professional Growth Plan (PGP). The PGP is reviewed and scored by a team of teacher leaders and the principal. PGPs are kept on file at the school. See the Professional Development Planning section of this document for more in-depth information about the professional development planning process.

**The district self-monitoring shall determine the following:**

5. Use of evaluation data to inform school and district improvement plans [Rule 6A-5.030(2)(j)5., F.A.C.].

District and school evaluative data is collected and discussed at the macro (district) and micro (school/department) levels to support professional development as trends emerge. District and school resources are employed to meet the needs at all levels to support teachers in a continuous improvement cycle to demonstrate attainment of knowledge and skills as verified by school and district leaders.

## 8. APPENDIX

### 2016-17 IPPAS Course/IPPAS Assessment Measure Master List

The following table consists of every course offered in the district. All courses are listed by student and grade level, that is, a course/grade is listed separately if there were students from different grades enrolled in the same course.

- For instance, 0100300 shows up three times because the course has G10, G11, and G12 student enrollment. Notice that teachers teaching this course will receive a NFTAV\_R score based on all of the G10 students associated with that course. These teachers will also receive an ACT Combo score based on all of the G11 and G12 students associated with 0100300.

| 2016-17 IPPAS Master Course List |                                       |              |                          |
|----------------------------------|---------------------------------------|--------------|--------------------------|
| Course #                         | Course Name                           | Course Grade | IPPAS Assessment Measure |
| 0100060                          | M/J Introduction to Art History       | 7            | NFTAV_R-M                |
| 0100060                          | M/J Introduction to Art History       | 8            | NFTAV_R-M                |
| 0100300                          | Advanced Placement Art-History of Art | 10           | NFTAV_R                  |
| 0100300                          | Advanced Placement Art-History of Art | 11           | ACT Combo                |
| 0100300                          | Advanced Placement Art-History of Art | 12           | ACT Combo                |
| 0100310                          | Introduction to Art History           | 9            | NFTAV_R                  |
| 0100310                          | Introduction to Art History           | 10           | NFTAV_R                  |
| 0100310                          | Introduction to Art History           | 11           | ACT Combo                |
| 0100310                          | Introduction to Art History           | 12           | ACT Combo                |
| 0101010                          | M/J Two-Dimensional Studio Art 1      | 6            | NFTAV_R-M                |
| 0101010                          | M/J Two-Dimensional Studio Art 1      | 7            | NFTAV_R-M                |
| 0101010                          | M/J Two-Dimensional Studio Art 1      | 8            | NFTAV_R-M                |
| 0101020                          | M/J Two-Dimensional Studio Art 2      | 6            | NFTAV_R-M                |
| 0101020                          | M/J Two-Dimensional Studio Art 2      | 7            | NFTAV_R-M                |
| 0101020                          | M/J Two-Dimensional Studio Art 2      | 8            | NFTAV_R-M                |
| 0101026                          | M/J Two-Dimensional Studio Art 3      | 7            | NFTAV_R-M                |
| 0101026                          | M/J Two-Dimensional Studio Art 3      | 8            | NFTAV_R-M                |
| 0101035                          | M/J Exploring Three-Dimensional Art   | 6            | NFTAV_R-M                |
| 0101035                          | M/J Exploring Three-Dimensional Art   | 7            | NFTAV_R-M                |
| 0101035                          | M/J Exploring Three-Dimensional Art   | 8            | NFTAV_R-M                |
| 0101040                          | M/J Three-Dimensional Studio Art 1    | 7            | NFTAV_R-M                |
| 0101040                          | M/J Three-Dimensional Studio Art 1    | 8            | NFTAV_R-M                |
| 0101100                          | M/J Visual Art 1                      | 7            | NFTAV_R-M                |
| 0101100                          | M/J Visual Art 1                      | 8            | NFTAV_R-M                |
| 0101100                          | M/J Visual Art 1                      | 9            | NFTAV_M                  |
| 0101100                          | M/J Visual Art 1                      | 9            | NFTAV_R                  |
| 0101110                          | M/J Visual Art 2                      | 7            | NFTAV_R-M                |
| 0101110                          | M/J Visual Art 2                      | 8            | NFTAV_R-M                |
| 0101110                          | M/J Visual Art 2                      | 9            | NFTAV_R                  |
| 0101110                          | M/J Visual Art 2                      | 9            | NFTAV_M                  |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------|---------------------|---------------------------------|
| 0101300         | Two-Dimensional Studio Art 1          | 9                   | NFTAV_R                         |
| 0101300         | Two-Dimensional Studio Art 1          | 10                  | NFTAV_R                         |
| 0101300         | Two-Dimensional Studio Art 1          | 11                  | ACT Combo                       |
| 0101300         | Two-Dimensional Studio Art 1          | 12                  | ACT Combo                       |
| 0101310         | Two-Dimensional Studio Art 2          | 9                   | NFTAV_R                         |
| 0101310         | Two-Dimensional Studio Art 2          | 10                  | NFTAV_R                         |
| 0101310         | Two-Dimensional Studio Art 2          | 11                  | ACT Combo                       |
| 0101310         | Two-Dimensional Studio Art 2          | 12                  | ACT Combo                       |
| 0101320         | Two-Dimensional Studio Art 3 Honors   | 9                   | NFTAV_R                         |
| 0101320         | Two-Dimensional Studio Art 3 Honors   | 10                  | NFTAV_R                         |
| 0101320         | Two-Dimensional Studio Art 3 Honors   | 11                  | ACT Combo                       |
| 0101320         | Two-Dimensional Studio Art 3 Honors   | 12                  | ACT Combo                       |
| 0101330         | Three-Dimensional Studio Art 1        | 9                   | NFTAV_R                         |
| 0101330         | Three-Dimensional Studio Art 1        | 10                  | NFTAV_R                         |
| 0101330         | Three-Dimensional Studio Art 1        | 11                  | ACT Combo                       |
| 0101330         | Three-Dimensional Studio Art 1        | 12                  | ACT Combo                       |
| 0101340         | Three-Dimensional Studio Art 2        | 9                   | NFTAV_R                         |
| 0101340         | Three-Dimensional Studio Art 2        | 10                  | NFTAV_R                         |
| 0101340         | Three-Dimensional Studio Art 2        | 11                  | ACT Combo                       |
| 0101340         | Three-Dimensional Studio Art 2        | 12                  | ACT Combo                       |
| 0101350         | Three-Dimensional Studio Art 3 Honors | 11                  | ACT Combo                       |
| 0101350         | Three-Dimensional Studio Art 3 Honors | 12                  | ACT Combo                       |
| 0101355         | Creating Two-Dimensional Art          | 9                   | NFTAV_R                         |
| 0101355         | Creating Two-Dimensional Art          | 10                  | NFTAV_R                         |
| 0101355         | Creating Two-Dimensional Art          | 11                  | ACT Combo                       |
| 0101355         | Creating Two-Dimensional Art          | 12                  | ACT Combo                       |
| 0101365         | Creating Three-Dimensional Art        | 9                   | NFTAV_R                         |
| 0101365         | Creating Three-Dimensional Art        | 10                  | NFTAV_R                         |
| 0101365         | Creating Three-Dimensional Art        | 11                  | ACT Combo                       |
| 0101365         | Creating Three-Dimensional Art        | 12                  | ACT Combo                       |
| 0101370         | AICE Art and Design 1 AS Level        | 11                  | ACT Combo                       |
| 0101370         | AICE Art and Design 1 AS Level        | 12                  | ACT Combo                       |
| 0102300         | Ceramics/Pottery 1                    | 9                   | NFTAV_R                         |
| 0102300         | Ceramics/Pottery 1                    | 10                  | NFTAV_R                         |
| 0102300         | Ceramics/Pottery 1                    | 11                  | ACT Combo                       |
| 0102300         | Ceramics/Pottery 1                    | 12                  | ACT Combo                       |
| 0102310         | Ceramics/Pottery 2                    | 9                   | NFTAV_R                         |
| 0102310         | Ceramics/Pottery 2                    | 10                  | NFTAV_R                         |
| 0102310         | Ceramics/Pottery 2                    | 11                  | ACT Combo                       |
| 0102310         | Ceramics/Pottery 2                    | 12                  | ACT Combo                       |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                         | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|--------------------------------------------|---------------------|---------------------------------|
| 0102320         | Ceramics/Pottery 3 Honors                  | 9                   | NFTAV_R                         |
| 0102320         | Ceramics/Pottery 3 Honors                  | 11                  | ACT Combo                       |
| 0102320         | Ceramics/Pottery 3 Honors                  | 12                  | ACT Combo                       |
| 0103000         | M/J Digital Art & Design 1                 | 7                   | NFTAV_R-M                       |
| 0103000         | M/J Digital Art & Design 1                 | 8                   | NFTAV_R-M                       |
| 0103010         | M/J Digital Art & Design 2                 | 8                   | NFTAV_R-M                       |
| 0104300         | Advanced Placement Art-Drawing Portfolio   | 10                  | NFTAV_R                         |
| 0104300         | Advanced Placement Art-Drawing Portfolio   | 11                  | ACT Combo                       |
| 0104300         | Advanced Placement Art-Drawing Portfolio   | 12                  | ACT Combo                       |
| 0104340         | Drawing 1                                  | 9                   | NFTAV_R                         |
| 0104340         | Drawing 1                                  | 10                  | NFTAV_R                         |
| 0104340         | Drawing 1                                  | 11                  | ACT Combo                       |
| 0104340         | Drawing 1                                  | 12                  | ACT Combo                       |
| 0104350         | Drawing 2                                  | 10                  | NFTAV_R                         |
| 0104350         | Drawing 2                                  | 11                  | ACT Combo                       |
| 0104350         | Drawing 2                                  | 12                  | ACT Combo                       |
| 0104360         | Drawing 3 Honors                           | 11                  | ACT Combo                       |
| 0104360         | Drawing 3 Honors                           | 12                  | ACT Combo                       |
| 0104370         | Painting 1                                 | 9                   | NFTAV_R                         |
| 0104370         | Painting 1                                 | 10                  | NFTAV_R                         |
| 0104370         | Painting 1                                 | 11                  | ACT Combo                       |
| 0104370         | Painting 1                                 | 12                  | ACT Combo                       |
| 0107472         | International Baccalaureate Film Studies 2 | 11                  | ACT Combo                       |
| 0107472         | International Baccalaureate Film Studies 2 | 12                  | ACT Combo                       |
| 0108310         | Creative Photography 1                     | 9                   | NFTAV_R                         |
| 0108310         | Creative Photography 1                     | 10                  | NFTAV_R                         |
| 0108310         | Creative Photography 1                     | 11                  | ACT Combo                       |
| 0108310         | Creative Photography 1                     | 12                  | ACT Combo                       |
| 0108320         | Creative Photography 2                     | 10                  | NFTAV_R                         |
| 0108320         | Creative Photography 2                     | 11                  | ACT Combo                       |
| 0108320         | Creative Photography 2                     | 12                  | ACT Combo                       |
| 0108330         | Creative Photography 3 Honors              | 11                  | ACT Combo                       |
| 0108330         | Creative Photography 3 Honors              | 12                  | ACT Combo                       |
| 0108360         | AICE Art and Design - Photography AS Level | 11                  | ACT Combo                       |
| 0108360         | AICE Art and Design - Photography AS Level | 12                  | ACT Combo                       |
| 0108370         | Digital Art Imaging 1                      | 7                   | NFTAV_R-M                       |
| 0108370         | Digital Art Imaging 1                      | 8                   | NFTAV_R-M                       |
| 0108370         | Digital Art Imaging 1                      | 9                   | NFTAV_R                         |
| 0108370         | Digital Art Imaging 1                      | 10                  | NFTAV_R                         |
| 0108370         | Digital Art Imaging 1                      | 11                  | ACT Combo                       |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                                               | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------------------------|---------------------|---------------------------------|
| 0108370         | Digital Art Imaging 1                                            | 12                  | ACT Combo                       |
| 0108380         | Digital Art Imaging 2                                            | 9                   | NFTAV_R                         |
| 0108380         | Digital Art Imaging 2                                            | 10                  | NFTAV_R                         |
| 0108380         | Digital Art Imaging 2                                            | 11                  | ACT Combo                       |
| 0108380         | Digital Art Imaging 2                                            | 12                  | ACT Combo                       |
| 0108390         | Digital Art Imaging 3 Honors                                     | 11                  | ACT Combo                       |
| 0108390         | Digital Art Imaging 3 Honors                                     | 12                  | ACT Combo                       |
| 0108769         | Digital Art Imaging 3 Honors                                     | 9                   | NFTAV_R                         |
| 0108769         | Digital Art Imaging 3 Honors                                     | 10                  | NFTAV_R                         |
| 0108769         | Digital Art Imaging 3 Honors                                     | 11                  | ACT Combo                       |
| 0108769         | Digital Art Imaging 3 Honors                                     | 12                  | ACT Combo                       |
| 0109310         | Portfolio Development: Drawing -Honors                           | 11                  | ACT Combo                       |
| 0109310         | Portfolio Development: Drawing -Honors                           | 12                  | ACT Combo                       |
| 0109320         | Portfolio Development: Two-Dimensional Design Honors             | 10                  | NFTAV_R                         |
| 0109320         | Portfolio Development: Two-Dimensional Design Honors             | 11                  | ACT Combo                       |
| 0109320         | Portfolio Development: Two-Dimensional Design Honors             | 12                  | ACT Combo                       |
| 0109330         | Portfolio Development: Three-Dimensional Design-Honors           | 11                  | ACT Combo                       |
| 0109330         | Portfolio Development: Three-Dimensional Design -Honors          | 12                  | ACT Combo                       |
| 0109350         | Advanced Placement Studio Art Two-Dimensional Design Portfolio   | 10                  | NFTAV_R                         |
| 0109350         | Advanced Placement Studio Art Two-Dimensional Design Portfolio   | 11                  | ACT Combo                       |
| 0109350         | Advanced Placement Studio Art Two-Dimensional Design Portfolio   | 12                  | ACT Combo                       |
| 0109360         | Advanced Placement Studio Art Three-Dimensional Design Portfolio | 10                  | NFTAV_R                         |
| 0109360         | Advanced Placement Studio Art Three-Dimensional Design Portfolio | 11                  | ACT Combo                       |
| 0109360         | Advanced Placement Studio Art Three-Dimensional Design Portfolio | 12                  | ACT Combo                       |
| 0200320         | Advanced Placement Computer Science A                            | 9                   | NFTAV_R                         |
| 0200320         | Advanced Placement Computer Science A                            | 10                  | NFTAV_R                         |
| 0200320         | Advanced Placement Computer Science A                            | 11                  | ACT Combo                       |
| 0200320         | Advanced Placement Computer Science A                            | 12                  | ACT Combo                       |
| 0200325         | Advanced Placement Computer Science A Innovation                 | 10                  | NFTAV_R                         |
| 0200325         | Advanced Placement Computer Science A Innovation                 | 11                  | ACT Combo                       |
| 0200325         | Advanced Placement Computer Science A Innovation                 | 12                  | ACT Combo                       |
| 0300000         | M/J Dance 1                                                      | 7                   | NFTAV_R-M                       |
| 0300000         | M/J Dance 1                                                      | 8                   | NFTAV_R-M                       |
| 0300010         | M/J Dance 2                                                      | 7                   | NFTAV_R-M                       |
| 0300010         | M/J Dance 2                                                      | 8                   | NFTAV_R-M                       |
| 0400000         | M/J Theatre 1                                                    | 6                   | NFTAV_R-M                       |
| 0400000         | M/J Theatre 1                                                    | 7                   | NFTAV_R-M                       |
| 0400000         | M/J Theatre 1                                                    | 8                   | NFTAV_R-M                       |
| 0400010         | M/J Theatre 2                                                    | 7                   | NFTAV_R-M                       |
| 0400010         | M/J Theatre 2                                                    | 8                   | NFTAV_R-M                       |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                             | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------|---------------------|---------------------------------|
| 0400020         | M/J Theatre 3                                  | 7                   | NFTAV_R-M                       |
| 0400020         | M/J Theatre 3                                  | 8                   | NFTAV_R-M                       |
| 0400110         | M/J Technical Theatre: Design and Production   | 7                   | NFTAV_R-M                       |
| 0400110         | M/J Technical Theatre: Design and Production   | 8                   | NFTAV_R-M                       |
| 0400300         | Introduction to Drama                          | 9                   | NFTAV_R                         |
| 0400310         | Theatre 1                                      | 9                   | NFTAV_R                         |
| 0400310         | Theatre 1                                      | 10                  | NFTAV_R                         |
| 0400310         | Theatre 1                                      | 11                  | ACT Combo                       |
| 0400310         | Theatre 1                                      | 12                  | ACT Combo                       |
| 0400320         | Theatre 2                                      | 9                   | NFTAV_R                         |
| 0400320         | Theatre 2                                      | 10                  | NFTAV_R                         |
| 0400320         | Theatre 2                                      | 11                  | ACT Combo                       |
| 0400320         | Theatre 2                                      | 12                  | ACT Combo                       |
| 0400330         | Theatre 3 Honors                               | 10                  | NFTAV_R                         |
| 0400330         | Theatre 3 Honors                               | 11                  | ACT Combo                       |
| 0400330         | Theatre 3 Honors                               | 12                  | ACT Combo                       |
| 0400340         | Theatre 4 Honors                               | 9                   | NFTAV_R                         |
| 0400340         | Theatre 4 Honors                               | 10                  | NFTAV_R                         |
| 0400340         | Theatre 4 Honors                               | 11                  | ACT Combo                       |
| 0400340         | Theatre 4 Honors                               | 12                  | ACT Combo                       |
| 0400400         | Acting 4 Honors                                | 12                  | ACT Combo                       |
| 0400410         | Technical Theatre Design & Production 1        | 9                   | NFTAV_R                         |
| 0400410         | Technical Theatre Design & Production 1        | 10                  | NFTAV_R                         |
| 0400410         | Technical Theatre Design & Production 1        | 11                  | ACT Combo                       |
| 0400410         | Technical Theatre Design & Production 1        | 12                  | ACT Combo                       |
| 0400420         | Technical Theatre Design & Production 2        | 10                  | NFTAV_R                         |
| 0400420         | Technical Theatre Design & Production 2        | 11                  | ACT Combo                       |
| 0400420         | Technical Theatre Design & Production 2        | 12                  | ACT Combo                       |
| 0400430         | Technical Theatre Design & Production 3        | 10                  | NFTAV_R                         |
| 0400430         | Technical Theatre Design & Production 3        | 11                  | ACT Combo                       |
| 0400430         | Technical Theatre Design & Production 3        | 12                  | ACT Combo                       |
| 0400440         | Technical Theatre Design & Production 4 Honors | 12                  | ACT Combo                       |
| 0400500         | Theatrical Direction and Stage Management 1    | 11                  | ACT Combo                       |
| 0400500         | Theatrical Direction and Stage Management 1    | 12                  | ACT Combo                       |
| 0400620         | Theatre Improvisation                          | 12                  | ACT Combo                       |
| 0400660         | Theatre, Cinema and Film Production            | 8                   | NFTAV_R-M                       |
| 0400660         | Theatre, Cinema and Film Production            | 9                   | NFTAV_R                         |
| 0400660         | Theatre, Cinema and Film Production            | 10                  | NFTAV_R                         |
| 0400660         | Theatre, Cinema and Film Production            | 11                  | ACT Combo                       |
| 0400660         | Theatre, Cinema and Film Production            | 12                  | ACT Combo                       |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                                                  | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------------------------------------|---------------------|---------------------------------|
| 0400700         | Musical Theatre 1                                                   | 9                   | NFTAV_R                         |
| 0400700         | Musical Theatre 1                                                   | 10                  | NFTAV_R                         |
| 0400700         | Musical Theatre 1                                                   | 11                  | ACT Combo                       |
| 0400700         | Musical Theatre 1                                                   | 12                  | ACT Combo                       |
| 0400710         | Musical Theatre 2                                                   | 10                  | NFTAV_R                         |
| 0400710         | Musical Theatre 2                                                   | 11                  | ACT Combo                       |
| 0400710         | Musical Theatre 2                                                   | 12                  | ACT Combo                       |
| 0400720         | Musical Theatre 3                                                   | 10                  | NFTAV_R                         |
| 0400720         | Musical Theatre 3                                                   | 11                  | ACT Combo                       |
| 0400720         | Musical Theatre 3                                                   | 12                  | ACT Combo                       |
| 0400810         | International Baccalaureate Theatre 1                               | 11                  | ACT Combo                       |
| 0400820         | International Baccalaureate Theatre 2                               | 12                  | ACT Combo                       |
| 0400830         | International Baccalaureate Theatre 3                               | 12                  | ACT Combo                       |
| 0500000         | M/J Personal, Career, and School Development Skills 1               | 5                   | NFTAV_R-M                       |
| 0500000         | M/J Personal, Career, and School Development Skills 1               | 6                   | NFTAV_R-M                       |
| 0500000         | M/J Personal, Career, and School Development Skills 1               | 7                   | NFTAV_R-M                       |
| 0500000         | M/J Personal, Career, and School Development Skills 1               | 8                   | NFTAV_R-M                       |
| 0500002         | M/J Personal, Career, School Development Skills 1 & Career Planning | 7                   | NFTAV_R-M                       |
| 0500002         | M/J Personal, Career, School Development Skills 1 & Career Planning | 8                   | NFTAV_R-M                       |
| 0500300         | Executive Internship 1                                              | 9                   | NFTAV_R                         |
| 0500300         | Executive Internship 1                                              | 11                  | ACT Combo                       |
| 0500300         | Executive Internship 1                                              | 12                  | ACT Combo                       |
| 0500370         | Voluntary Public Service                                            | 9                   | NFTAV_R                         |
| 0500370         | Voluntary Public Service                                            | 10                  | NFTAV_R                         |
| 0500370         | Voluntary Public Service                                            | 11                  | ACT Combo                       |
| 0500370         | Voluntary Public Service                                            | 12                  | ACT Combo                       |
| 0500500         | Personal, Career, and School Development Skills 1                   | 7                   | NFTAV_R-M                       |
| 0500500         | Personal, Career, and School Development Skills 1                   | 9                   | NFTAV_R                         |
| 0500500         | Personal, Career, and School Development Skills 1                   | 10                  | NFTAV_R                         |
| 0500500         | Personal, Career, and School Development Skills 1                   | 11                  | ACT Combo                       |
| 0500500         | Personal, Career, and School Development Skills 1                   | 12                  | ACT Combo                       |
| 0500510         | Personal, Career, and School Development Skills 2                   | 9                   | NFTAV_R                         |
| 0500510         | Personal, Career, and School Development Skills 2                   | 10                  | NFTAV_R                         |
| 0500510         | Personal, Career, and School Development Skills 2                   | 12                  | ACT Combo                       |
| 0701320         | French 1                                                            | 7                   | NFTAV_R                         |
| 0701320         | French 1                                                            | 8                   | NFTAV_R                         |
| 0701320         | French 1                                                            | 9                   | NFTAV_R                         |
| 0701320         | French 1                                                            | 10                  | NFTAV_R                         |
| 0701320         | French 1                                                            | 11                  | ACT English                     |
| 0701320         | French 1                                                            | 12                  | ACT English                     |

**2016-17 IPPAS Master Course List**

| <b>Course #</b> | <b>Course Name</b>                                 | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------|---------------------|---------------------------------|
| 0701330         | French 2                                           | 7                   | NFTAV_R                         |
| 0701330         | French 2                                           | 8                   | NFTAV_R                         |
| 0701330         | French 2                                           | 9                   | NFTAV_R                         |
| 0701330         | French 2                                           | 10                  | NFTAV_R                         |
| 0701330         | French 2                                           | 11                  | ACT English                     |
| 0701330         | French 2                                           | 12                  | ACT English                     |
| 0701340         | French 3 Honors                                    | 8                   | NFTAV_R                         |
| 0701340         | French 3 Honors                                    | 9                   | NFTAV_R                         |
| 0701340         | French 3 Honors                                    | 10                  | NFTAV_R                         |
| 0701340         | French 3 Honors                                    | 11                  | ACT English                     |
| 0701340         | French 3 Honors                                    | 12                  | ACT English                     |
| 0701350         | French 4 Honors                                    | 10                  | NFTAV_R                         |
| 0701350         | French 4 Honors                                    | 11                  | ACT English                     |
| 0701350         | French 4 Honors                                    | 12                  | ACT English                     |
| 0701360         | French 5 Honors                                    | 11                  | ACT Read                        |
| 0701380         | Advanced Placement French Language and Culture     | 11                  | ACT English                     |
| 0701810         | Florida's Pre-International Baccalaureate French 2 | 9                   | NFTAV_R                         |
| 0701820         | Florida's Pre-International Baccalaureate French 3 | 9                   | NFTAV_R                         |
| 0701820         | Florida's Pre-International Baccalaureate French 3 | 10                  | NFTAV_R                         |
| 0701820         | Florida's Pre-International Baccalaureate French 3 | 11                  | ACT English                     |
| 0701830         | International Baccalaureate French 4 Language B    | 10                  | NFTAV_R                         |
| 0701830         | International Baccalaureate French 4 Language B    | 11                  | ACT English                     |
| 0701840         | International Baccalaureate French 5 Language B    | 11                  | ACT English                     |
| 0701840         | International Baccalaureate French 5 Language B    | 12                  | ACT English                     |
| 0701865         | International Baccalaureate French 6               | 12                  | ACT English                     |
| 0702320         | German 1                                           | 8                   | NFTAV_R                         |
| 0702320         | German 1                                           | 9                   | NFTAV_R                         |
| 0702320         | German 1                                           | 10                  | NFTAV_R                         |
| 0702320         | German 1                                           | 11                  | ACT English                     |
| 0702320         | German 1                                           | 12                  | ACT English                     |
| 0702330         | German 2                                           | 10                  | NFTAV_R                         |
| 0702330         | German 2                                           | 11                  | ACT English                     |
| 0702330         | German 2                                           | 12                  | ACT English                     |
| 0702340         | German 3 Honors                                    | 10                  | NFTAV_R                         |
| 0702340         | German 3 Honors                                    | 11                  | ACT English                     |
| 0702340         | German 3 Honors                                    | 12                  | ACT English                     |
| 0702350         | German 4 Honors                                    | 11                  | ACT English                     |
| 0702350         | German 4 Honors                                    | 12                  | ACT English                     |
| 0702380         | Advanced Placement German Language and Culture     | 12                  | ACT English                     |
| 0706000         | M/J Latin, Beginning                               | 6                   | NFTAV_R-M                       |

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| <b>Course #</b> | <b>Course Name</b>                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------|---------------------|---------------------------------|
| 0706300         | Latin 1                               | 7                   | NFTAV_R                         |
| 0706300         | Latin 1                               | 8                   | NFTAV_R                         |
| 0706300         | Latin 1                               | 9                   | NFTAV_R                         |
| 0706300         | Latin 1                               | 10                  | NFTAV_R                         |
| 0706300         | Latin 1                               | 11                  | ACT English                     |
| 0706300         | Latin 1                               | 12                  | ACT English                     |
| 0706310         | Latin 2                               | 8                   | NFTAV_R                         |
| 0706310         | Latin 2                               | 9                   | NFTAV_R                         |
| 0706310         | Latin 2                               | 10                  | NFTAV_R                         |
| 0706310         | Latin 2                               | 11                  | ACT English                     |
| 0706310         | Latin 2                               | 12                  | ACT English                     |
| 0706320         | Latin 3 Honors                        | 9                   | NFTAV_R                         |
| 0706320         | Latin 3 Honors                        | 10                  | NFTAV_R                         |
| 0706320         | Latin 3 Honors                        | 11                  | ACT English                     |
| 0706320         | Latin 3 Honors                        | 12                  | ACT English                     |
| 0706330         | Latin 4 Honors                        | 12                  | ACT English                     |
| 0706375         | Advanced Placement Latin              | 12                  | ACT English                     |
| 0706380         | AICE Latin Language AS Level          | 12                  | ACT English                     |
| 0706382         | Pre-AICE Latin Language 1 IGCSE Level | 9                   | NFTAV_R                         |
| 0706382         | Pre-AICE Latin Language 1 IGCSE Level | 10                  | NFTAV_R                         |
| 0706382         | Pre-AICE Latin Language 1 IGCSE Level | 11                  | ACT English                     |
| 0706382         | Pre-AICE Latin Language 1 IGCSE Level | 12                  | ACT English                     |
| 0706384         | Pre-AICE Latin Language 2 IGCSE Level | 10                  | NFTAV_R                         |
| 0706384         | Pre-AICE Latin Language 2 IGCSE Level | 11                  | ACT English                     |
| 0706384         | Pre-AICE Latin Language 2 IGCSE Level | 12                  | ACT English                     |
| 0707000         | M/J Chinese - Beginning               | 6                   | NFTAV_R-M                       |
| 0707010         | M/J Chinese - Intermediate            | 7                   | NFTAV_R                         |
| 0707010         | M/J Chinese - Intermediate            | 8                   | NFTAV_R                         |
| 0708000         | M/J Spanish, Beginning                | 6                   | NFTAV_R-M                       |
| 0708000         | M/J Spanish, Beginning                | 7                   | NFTAV_R                         |
| 0708000         | M/J Spanish, Beginning                | 8                   | NFTAV_R                         |
| 0708340         | Spanish 1                             | 6                   | NFTAV_R-M                       |
| 0708340         | Spanish 1                             | 7                   | NFTAV_R                         |
| 0708340         | Spanish 1                             | 8                   | NFTAV_R                         |
| 0708340         | Spanish 1                             | 9                   | NFTAV_R                         |
| 0708340         | Spanish 1                             | 10                  | NFTAV_R                         |
| 0708340         | Spanish 1                             | 11                  | ACT English                     |
| 0708340         | Spanish 1                             | 12                  | ACT English                     |
| 0708350         | Spanish 2                             | 7                   | NFTAV_R                         |
| 0708350         | Spanish 2                             | 8                   | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                  | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------|---------------------|---------------------------------|
| 0708350         | Spanish 2                                           | 9                   | NFTAV_R                         |
| 0708350         | Spanish 2                                           | 10                  | NFTAV_R                         |
| 0708350         | Spanish 2                                           | 11                  | ACT English                     |
| 0708350         | Spanish 2                                           | 12                  | ACT English                     |
| 0708360         | Spanish 3 Honors                                    | 9                   | NFTAV_R                         |
| 0708360         | Spanish 3 Honors                                    | 10                  | NFTAV_R                         |
| 0708360         | Spanish 3 Honors                                    | 11                  | ACT English                     |
| 0708360         | Spanish 3 Honors                                    | 12                  | ACT English                     |
| 0708370         | Spanish 4 Honors                                    | 8                   | NFTAV_R                         |
| 0708370         | Spanish 4 Honors                                    | 9                   | NFTAV_R                         |
| 0708370         | Spanish 4 Honors                                    | 10                  | NFTAV_R                         |
| 0708370         | Spanish 4 Honors                                    | 11                  | ACT English                     |
| 0708370         | Spanish 4 Honors                                    | 12                  | ACT English                     |
| 0708380         | Spanish 5 Honors                                    | 11                  | ACT English                     |
| 0708380         | Spanish 5 Honors                                    | 12                  | ACT English                     |
| 0708400         | Advanced Placement-Spanish Language                 | 9                   | NFTAV_R                         |
| 0708400         | Advanced Placement -Spanish Language                | 10                  | NFTAV_R                         |
| 0708400         | Advanced Placement -Spanish Language                | 11                  | ACT English                     |
| 0708400         | Advanced Placement -Spanish Language                | 12                  | ACT English                     |
| 0708410         | Advanced Placement-Spanish Literature               | 11                  | ACT English                     |
| 0708410         | Advanced Placement -Spanish Literature              | 12                  | ACT English                     |
| 0708530         | AICE Spanish Language A Level                       | 9                   | NFTAV_R                         |
| 0708530         | AICE Spanish Language A Level                       | 10                  | NFTAV_R                         |
| 0708530         | AICE Spanish Language A Level                       | 11                  | ACT English                     |
| 0708530         | AICE Spanish Language A Level                       | 12                  | ACT English                     |
| 0708534         | Pre-AICE Spanish 2 IGCSE Level                      | 9                   | NFTAV_R                         |
| 0708534         | Pre-AICE Spanish 2 IGCSE Level                      | 10                  | NFTAV_R                         |
| 0708534         | Pre-AICE Spanish 2 IGCSE Level                      | 11                  | ACT English                     |
| 0708534         | Pre-AICE Spanish 2 IGCSE Level                      | 12                  | ACT English                     |
| 0708800         | Florida's Pre-International Baccalaureate Spanish 1 | 9                   | NFTAV_R                         |
| 0708800         | Florida's Pre-International Baccalaureate Spanish 1 | 11                  | ACT English                     |
| 0708810         | Florida's Pre-International Baccalaureate Spanish 2 | 9                   | NFTAV_R                         |
| 0708820         | Florida's Pre-International Baccalaureate Spanish 3 | 9                   | NFTAV_R                         |
| 0708820         | Florida's Pre-International Baccalaureate Spanish 3 | 10                  | NFTAV_R                         |
| 0708830         | International Baccalaureate Spanish 4 Language B    | 10                  | NFTAV_R                         |
| 0708830         | International Baccalaureate Spanish 4 Language B    | 11                  | ACT English                     |
| 0708840         | International Baccalaureate Spanish 5 Language B    | 10                  | NFTAV_R                         |
| 0708840         | International Baccalaureate Spanish 5 Language B    | 11                  | ACT English                     |
| 0708840         | International Baccalaureate Spanish 5 Language B    | 12                  | ACT English                     |
| 0708865         | International Baccalaureate Spanish 6               | 12                  | ACT English                     |

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| <b>Course #</b> | <b>Course Name</b>                                  | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------|---------------------|---------------------------------|
| 0708870         | International Baccalaureate Mid Yrs. Prog Spanish 1 | 7                   | NFTAV_R                         |
| 0708870         | International Baccalaureate Mid Yrs. Prog Spanish 1 | 8                   | NFTAV_R                         |
| 0708870         | International Baccalaureate Mid Yrs. Prog Spanish 1 | 9                   | NFTAV_R                         |
| 0708880         | International Baccalaureate Mid Yrs. Prog Spanish 2 | 7                   | NFTAV_R                         |
| 0708880         | International Baccalaureate Mid Yrs. Prog Spanish 2 | 8                   | NFTAV_R                         |
| 0708880         | International Baccalaureate Mid Yrs. Prog Spanish 2 | 9                   | NFTAV_R                         |
| 0708880         | International Baccalaureate Mid Yrs. Prog Spanish 2 | 10                  | NFTAV_R                         |
| 0708890         | International Baccalaureate Mid Yrs. Prog Spanish 3 | 9                   | NFTAV_R                         |
| 0708890         | International Baccalaureate Mid Yrs. Prog Spanish 3 | 10                  | NFTAV_R                         |
| 0708890         | International Baccalaureate Mid Yrs. Prog Spanish 3 | 11                  | ACT English                     |
| 0708890         | International Baccalaureate Mid Yrs. Prog Spanish 3 | 12                  | ACT English                     |
| 0711300         | Chinese 1                                           | 7                   | NFTAV_R                         |
| 0711300         | Chinese 1                                           | 9                   | NFTAV_R                         |
| 0711300         | Chinese 1                                           | 10                  | NFTAV_R                         |
| 0711300         | Chinese 1                                           | 11                  | ACT English                     |
| 0711310         | Chinese 2                                           | 8                   | NFTAV_R                         |
| 0711310         | Chinese 2                                           | 10                  | NFTAV_R                         |
| 0711310         | Chinese 2                                           | 11                  | ACT English                     |
| 0711310         | Chinese 2                                           | 12                  | ACT English                     |
| 0711320         | Chinese 3 Honors                                    | 5                   | NFTAV_R                         |
| 0711320         | Chinese 3 Honors                                    | 11                  | ACT English                     |
| 0711320         | Chinese 3 Honors                                    | 12                  | ACT English                     |
| 0711330         | Chinese 4 Honors                                    | 5                   | NFTAV_R                         |
| 0711330         | Chinese 4 Honors                                    | 9                   | NFTAV_R                         |
| 0711330         | Chinese 4 Honors                                    | 11                  | ACT English                     |
| 0711330         | Chinese 4 Honors                                    | 12                  | ACT English                     |
| 0800000         | M/J Health 1                                        | 5                   | NFTAV_R-M                       |
| 0800000         | M/J Health 1                                        | 6                   | NFTAV_R-M                       |
| 0800000         | M/J Health 1                                        | 7                   | NFTAV_R-M                       |
| 0800000         | M/J Health 1                                        | 8                   | NFTAV_R-M                       |
| 0800010         | M/J Health 2                                        | 8                   | NFTAV_R-M                       |
| 0800300         | Health 1-Life Management Skills                     | 9                   | NFTAV_R                         |
| 0800300         | Health 1-Life Management Skills                     | 10                  | NFTAV_R                         |
| 0800300         | Health 1-Life Management Skills                     | 11                  | ACT Combo                       |
| 0800300         | Health 1-Life Management Skills                     | 12                  | ACT Combo                       |
| 0800310         | Health 2-Personal Health                            | 12                  | ACT Combo                       |
| 0800320         | First Aid and Safety                                | 9                   | NFTAV_R                         |
| 0800320         | First Aid and Safety                                | 10                  | NFTAV_R                         |
| 0800320         | First Aid and Safety                                | 11                  | ACT Combo                       |
| 0800320         | First Aid and Safety                                | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                                | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------------------|---------------------|---------------------------------|
| 0800330         | Personal, Social, and Family Relationships        | 12                  | ACT Combo                       |
| 0800350         | Adolescent Health Problems                        | 10                  | NFTAV_R                         |
| 0800350         | Adolescent Health Problems                        | 11                  | ACT Combo                       |
| 0800350         | Adolescent Health Problems                        | 12                  | ACT Combo                       |
| 0800360         | Health Explorations Honors                        | 11                  | ACT Combo                       |
| 0800370         | Parenting 1                                       | 8                   | NFTAV_R-M                       |
| 0800370         | Parenting 1                                       | 9                   | NFTAV_R                         |
| 0800370         | Parenting 1                                       | 10                  | NFTAV_R                         |
| 0800370         | Parenting 1                                       | 11                  | ACT Combo                       |
| 0800370         | Parenting 1                                       | 12                  | ACT Combo                       |
| 0800380         | Parenting 2                                       | 8                   | NFTAV_R-M                       |
| 0800380         | Parenting 2                                       | 9                   | NFTAV_R                         |
| 0800380         | Parenting 2                                       | 10                  | NFTAV_R                         |
| 0800380         | Parenting 2                                       | 11                  | ACT Combo                       |
| 0800380         | Parenting 2                                       | 12                  | ACT Combo                       |
| 0800390         | Health for Expectant Parents                      | 7                   | NFTAV_R-M                       |
| 0800390         | Health for Expectant Parents                      | 8                   | NFTAV_R-M                       |
| 0800390         | Health for Expectant Parents                      | 9                   | NFTAV_R                         |
| 0800390         | Health for Expectant Parents                      | 10                  | NFTAV_R                         |
| 0800390         | Health for Expectant Parents                      | 11                  | ACT Combo                       |
| 0800390         | Health for Expectant Parents                      | 12                  | ACT Combo                       |
| 0900305         | Humanities 1 Honors                               | 11                  | ACT Read                        |
| 0900305         | Humanities 1 Honors                               | 12                  | ACT Read                        |
| 0900315         | Humanities 2 Honors                               | 11                  | ACT Read                        |
| 0900315         | Humanities 2 Honors                               | 12                  | ACT Read                        |
| 0900320         | Humanities 2 (since 1500) Honors                  | 11                  | ACT Read                        |
| 0900320         | Humanities 2 (since 1500) Honors                  | 12                  | ACT Read                        |
| 0900800         | International Baccalaureate Theory of Knowledge 1 | 11                  | ACT Read                        |
| 0900800         | International Baccalaureate Theory of Knowledge 1 | 12                  | ACT Read                        |
| 0900810         | International Baccalaureate Theory of Knowledge 2 | 12                  | ACT Read                        |
| 1000000         | M/J Intensive Language Arts (MC)                  | 6                   | TAV_R                           |
| 1000000         | M/J Intensive Language Arts (MC)                  | 6                   | FCAT FSA Retake                 |
| 1000000         | M/J Intensive Language Arts (MC)                  | 7                   | TAV_R                           |
| 1000000         | M/J Intensive Language Arts (MC)                  | 7                   | FCAT FSA Retake                 |
| 1000000         | M/J Intensive Language Arts (MC)                  | 8                   | TAV_R                           |
| 1000000         | M/J Intensive Language Arts (MC)                  | 8                   | FCAT FSA Retake                 |
| 1000000         | M/J Intensive Language Arts (MC)                  | 9                   | TAV_R                           |
| 1000010         | M/J Intensive Reading (MC)                        | 5                   | NFTAV_R                         |
| 1000010         | M/J Intensive Reading (MC)                        | 6                   | TAV_R                           |
| 1000010         | M/J Intensive Reading (MC)                        | 6                   | FCAT FSA Retake                 |

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| <b>Course #</b> | <b>Course Name</b>                              | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------------------------------|---------------------|---------------------------------|
| 1000010         | M/J Intensive Reading (MC)                      | 7                   | TAV_R                           |
| 1000010         | M/J Intensive Reading (MC)                      | 7                   | FCAT FSA Retake                 |
| 1000010         | M/J Intensive Reading (MC)                      | 8                   | TAV_R                           |
| 1000010         | M/J Intensive Reading (MC)                      | 8                   | FCAT FSA Retake                 |
| 1000400         | Intensive Language Arts                         | 9                   | TAV_R                           |
| 1000400         | Intensive Language Arts                         | 9                   | FCAT FSA Retake                 |
| 1000400         | Intensive Language Arts                         | 10                  | TAV_R                           |
| 1000400         | Intensive Language Arts                         | 10                  | FCAT FSA Retake                 |
| 1000400         | Intensive Language Arts                         | 11                  | ACT Read                        |
| 1000410         | Intensive Reading                               | 7                   | TAV_R                           |
| 1000410         | Intensive Reading                               | 7                   | FCAT FSA Retake                 |
| 1000410         | Intensive Reading                               | 8                   | TAV_R                           |
| 1000410         | Intensive Reading                               | 8                   | FCAT FSA Retake                 |
| 1000410         | Intensive Reading                               | 9                   | TAV_R                           |
| 1000410         | Intensive Reading                               | 9                   | FCAT FSA Retake                 |
| 1000410         | Intensive Reading                               | 10                  | TAV_R                           |
| 1000410         | Intensive Reading                               | 10                  | FCAT FSA Retake                 |
| 1000410         | Intensive Reading                               | 11                  | ACT Read                        |
| 1000410         | Intensive Reading                               | 11                  | FCAT FSA Retake                 |
| 1000410         | Intensive Reading                               | 12                  | ACT Read                        |
| 1000410         | Intensive Reading                               | 12                  | FCAT FSA Retake                 |
| 1001010         | M/J Language Arts 1                             | 4                   | NFTAV_R                         |
| 1001010         | M/J Language Arts 1                             | 6                   | TAV_R                           |
| 1001010         | M/J Language Arts 1                             | 7                   | TAV_R                           |
| 1001040         | M/J Language Arts 2                             | 6                   | TAV_R                           |
| 1001040         | M/J Language Arts 2                             | 7                   | TAV_R                           |
| 1001040         | M/J Language Arts 2                             | 8                   | TAV_R                           |
| 1001040         | M/J Language Arts 2                             | 9                   | TAV_R                           |
| 1001050         | M/J Language Arts 2, Advanced                   | 7                   | TAV_R                           |
| 1001050         | M/J Language Arts 2, Advanced                   | 8                   | TAV_R                           |
| 1001060         | M/J International Baccalaureate Language Arts 2 | 7                   | TAV_R                           |
| 1001070         | M/J Language Arts 3                             | 7                   | TAV_R                           |
| 1001070         | M/J Language Arts 3                             | 8                   | TAV_R                           |
| 1001070         | M/J Language Arts 3                             | 9                   | TAV_R                           |
| 1001080         | M/J Language Arts 3, Advanced                   | 7                   | TAV_R                           |
| 1001080         | M/J Language Arts 3, Advanced                   | 8                   | TAV_R                           |
| 1001080         | M/J Language Arts 3, Advanced                   | 9                   | TAV_R                           |
| 1001090         | M/J International Baccalaureate Language Arts 3 | 8                   | TAV_R                           |
| 1001310         | English 1                                       | 7                   | NFTAV_R                         |
| 1001310         | English 1                                       | 8                   | TAV_R                           |

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| <b>Course #</b> | <b>Course Name</b>              | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------|---------------------|---------------------------------|
| 1001310         | English 1                       | 9                   | TAV_R                           |
| 1001310         | English 1                       | 10                  | TAV_R                           |
| 1001310         | English 1                       | 11                  | ACT English                     |
| 1001310         | English 1                       | 12                  | ACT English                     |
| 1001320         | English Honors 1                | 8                   | TAV_R                           |
| 1001320         | English Honors 1                | 9                   | TAV_R                           |
| 1001320         | English Honors 1                | 10                  | TAV_R                           |
| 1001320         | English Honors 1                | 11                  | ACT English                     |
| 1001340         | English 2                       | 7                   | NFTAV_R                         |
| 1001340         | English 2                       | 9                   | TAV_R                           |
| 1001340         | English 2                       | 10                  | TAV_R                           |
| 1001340         | English 2                       | 11                  | ACT English                     |
| 1001340         | English 2                       | 12                  | ACT English                     |
| 1001350         | English Honors 2                | 9                   | TAV_R                           |
| 1001350         | English Honors 2                | 10                  | TAV_R                           |
| 1001350         | English Honors 2                | 11                  | ACT English                     |
| 1001350         | English Honors 2                | 12                  | ACT English                     |
| 1001370         | English 3                       | 9                   | NFTAV_R                         |
| 1001370         | English 3                       | 10                  | NFTAV_R                         |
| 1001370         | English 3                       | 11                  | ACT English                     |
| 1001370         | English 3                       | 12                  | ACT English                     |
| 1001380         | English Honors 3                | 10                  | NFTAV_R                         |
| 1001380         | English Honors 3                | 11                  | ACT English                     |
| 1001380         | English Honors 3                | 12                  | ACT English                     |
| 1001400         | English 4                       | 9                   | NFTAV_R                         |
| 1001400         | English 4                       | 10                  | NFTAV_R                         |
| 1001400         | English 4                       | 11                  | ACT English                     |
| 1001400         | English 4                       | 11                  | BPSFE English 4                 |
| 1001400         | English 4                       | 12                  | ACT English                     |
| 1001400         | English 4                       | 12                  | BPSFE English 4                 |
| 1001405         | English 4: Florida College Prep | 10                  | NFTAV_R                         |
| 1001405         | English 4: Florida College Prep | 11                  | ACT English                     |
| 1001405         | English 4: Florida College Prep | 11                  | BPSFE English 4                 |
| 1001405         | English 4: Florida College Prep | 12                  | ACT English                     |
| 1001405         | English 4: Florida College Prep | 12                  | BPSFE English 4                 |
| 1001410         | English Honors 4                | 10                  | NFTAV_R                         |
| 1001410         | English Honors 4                | 11                  | ACT English                     |
| 1001410         | English Honors 4                | 11                  | BPSFE English 4                 |
| 1001410         | English Honors 4                | 12                  | ACT English                     |
| 1001410         | English Honors 4                | 12                  | BPSFE English 4                 |

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| <b>Course #</b> | <b>Course Name</b>                                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------------------------------------|---------------------|---------------------------------|
| 1001420         | Advanced Placement English Language and Composition   | 10                  | NFTAV_R                         |
| 1001420         | Advanced Placement English Language and Composition   | 11                  | ACT English                     |
| 1001420         | Advanced Placement English Language and Composition   | 12                  | ACT English                     |
| 1001430         | Advanced Placement English Literature and Composition | 11                  | ACT English                     |
| 1001430         | Advanced Placement English Literature and Composition | 12                  | ACT English                     |
| 1001480         | Communications Methodology Honors                     | 12                  | ACT English                     |
| 1001550         | AICE English Language AS Level                        | 10                  | TAV_R                           |
| 1001550         | AICE English Language AS Level                        | 11                  | ACT English                     |
| 1001550         | AICE English Language AS Level                        | 12                  | ACT English                     |
| 1001551         | AICE English Language 2 A Level                       | 11                  | ACT English                     |
| 1001551         | AICE English Language 2 A Level                       | 12                  | ACT English                     |
| 1001560         | Pre-AICE English Language IGCSE Level                 | 9                   | TAV_R                           |
| 1001800         | Florida's Pre-International Baccalaureate English 1   | 9                   | TAV_R                           |
| 1001810         | Florida's Pre-International Baccalaureate English 2   | 10                  | TAV_R                           |
| 1001830         | International Baccalaureate English 4                 | 12                  | ACT English                     |
| 1001840         | International Baccalaureate Mid Yrs. Prog English 1   | 9                   | TAV_R                           |
| 1001845         | International Baccalaureate Mid Yrs. Prog English 2   | 10                  | TAV_R                           |
| 1002010         | M/J Language Arts 2 Through ESOL                      | 7                   | TAV_R                           |
| 1002020         | M/J Language Arts 3 Through ESOL                      | 8                   | TAV_R                           |
| 1002180         | M/J Developmental Language Arts Through ESOL (MC)     | 7                   | TAV_R                           |
| 1002180         | M/J Developmental Language Arts Through ESOL (MC)     | 8                   | TAV_R                           |
| 1002300         | English 1 Through ESOL                                | 9                   | TAV_R                           |
| 1002300         | English 1 Through ESOL                                | 10                  | TAV_R                           |
| 1002310         | English 2 Through ESOL                                | 9                   | TAV_R                           |
| 1002310         | English 2 Through ESOL                                | 10                  | TAV_R                           |
| 1002320         | English 3 Through ESOL                                | 9                   | NFTAV_R                         |
| 1002320         | English 3 Through ESOL                                | 10                  | NFTAV_R                         |
| 1002320         | English 3 Through ESOL                                | 11                  | ACT English                     |
| 1002520         | English 4 Through ESOL                                | 12                  | ACT English                     |
| 1004300         | Semantics and Logic Honors                            | 12                  | ACT English                     |
| 1005370         | AICE English Literature 1 AS Level                    | 11                  | ACT English                     |
| 1005370         | AICE English Literature 1 AS Level                    | 12                  | ACT English                     |
| 1005380         | Pre-AICE English Literature IGCSE Level               | 10                  | TAV_R                           |
| 1006000         | M/J Journalism 1                                      | 7                   | NFTAV_R                         |
| 1006000         | M/J Journalism 1                                      | 8                   | NFTAV_R                         |
| 1006010         | M/J Journalism 2                                      | 8                   | NFTAV_R                         |
| 1006300         | Journalism 1                                          | 8                   | NFTAV_R                         |
| 1006300         | Journalism 1                                          | 9                   | NFTAV_R                         |
| 1006300         | Journalism 1                                          | 10                  | NFTAV_R                         |
| 1006300         | Journalism 1                                          | 11                  | ACT English                     |

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| <b>Course #</b> | <b>Course Name</b>      | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------|---------------------|---------------------------------|
| 1006300         | Journalism 1            | 12                  | ACT English                     |
| 1006310         | Journalism 2            | 9                   | NFTAV_R                         |
| 1006310         | Journalism 2            | 10                  | NFTAV_R                         |
| 1006310         | Journalism 2            | 11                  | ACT English                     |
| 1006310         | Journalism 2            | 12                  | ACT English                     |
| 1006320         | Journalism 3            | 10                  | NFTAV_R                         |
| 1006320         | Journalism 3            | 11                  | ACT English                     |
| 1006320         | Journalism 3            | 12                  | ACT English                     |
| 1006330         | Journalism 4            | 10                  | NFTAV_R                         |
| 1006330         | Journalism 4            | 11                  | ACT English                     |
| 1006330         | Journalism 4            | 12                  | ACT English                     |
| 1006331         | Journalism 5 Honors     | 11                  | ACT English                     |
| 1006331         | Journalism 5 Honors     | 12                  | ACT English                     |
| 1006332         | Journalism 6 Honors     | 11                  | ACT English                     |
| 1006332         | Journalism 6 Honors     | 12                  | ACT English                     |
| 1006375         | Social Media 1          | 8                   | NFTAV_R                         |
| 1006375         | Social Media 1          | 9                   | NFTAV_R                         |
| 1006375         | Social Media 1          | 10                  | NFTAV_R                         |
| 1006375         | Social Media 1          | 11                  | ACT English                     |
| 1006375         | Social Media 1          | 12                  | ACT English                     |
| 1007000         | M/J Speech and Debate 1 | 6                   | NFTAV_R                         |
| 1007000         | M/J Speech and Debate 1 | 7                   | NFTAV_R                         |
| 1007000         | M/J Speech and Debate 1 | 8                   | NFTAV_R                         |
| 1007300         | Speech 1                | 9                   | NFTAV_R                         |
| 1007300         | Speech 1                | 10                  | NFTAV_R                         |
| 1007300         | Speech 1                | 11                  | ACT English                     |
| 1007300         | Speech 1                | 12                  | ACT English                     |
| 1007305         | Speech 1                | 9                   | TAV_R                           |
| 1007305         | Speech 1                | 10                  | TAV_R                           |
| 1007305         | Speech 1                | 11                  | ACT English                     |
| 1007305         | Speech 1                | 12                  | ACT English                     |
| 1007315         | Speech 2                | 12                  | ACT English                     |
| 1007330         | Debate 1                | 9                   | NFTAV_R                         |
| 1007330         | Debate 1                | 10                  | NFTAV_R                         |
| 1007330         | Debate 1                | 11                  | ACT English                     |
| 1007330         | Debate 1                | 12                  | ACT English                     |
| 1007340         | Debate 2                | 10                  | NFTAV_R                         |
| 1007340         | Debate 2                | 12                  | ACT English                     |
| 1007350         | Debate 3 Honors         | 10                  | NFTAV_R                         |
| 1007350         | Debate 3 Honors         | 12                  | ACT English                     |

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| <b>Course #</b> | <b>Course Name</b>                           | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------|---------------------|---------------------------------|
| 1008010         | M/J Reading 1                                | 4                   | NFTAV_R                         |
| 1008010         | M/J Reading 1                                | 6                   | TAV_R                           |
| 1008040         | M/J Reading 2                                | 7                   | TAV_R                           |
| 1008040         | M/J Reading 2                                | 9                   | NFTAV_R                         |
| 1008070         | M/J Reading 3                                | 7                   | TAV_R                           |
| 1008070         | M/J Reading 3                                | 8                   | TAV_R                           |
| 1008070         | M/J Reading 3                                | 9                   | NFTAV_R                         |
| 1008080         | M/J Reading 3, Advanced                      | 8                   | TAV_R                           |
| 1008320         | Reading Honors                               | 9                   | TAV_R                           |
| 1008320         | Reading Honors                               | 10                  | TAV_R                           |
| 1008350         | Reading for College Success                  | 9                   | NFTAV_R                         |
| 1008350         | Reading for College Success                  | 10                  | NFTAV_R                         |
| 1008350         | Reading for College Success                  | 11                  | ACT Read                        |
| 1008350         | Reading for College Success                  | 12                  | ACT Read                        |
| 1009000         | M/J Creative Writing 1                       | 7                   | NFTAV_R                         |
| 1009000         | M/J Creative Writing 1                       | 8                   | NFTAV_R                         |
| 1009320         | Creative Writing 1                           | 9                   | NFTAV_R                         |
| 1009320         | Creative Writing 1                           | 10                  | NFTAV_R                         |
| 1009320         | Creative Writing 1                           | 11                  | ACT English                     |
| 1009320         | Creative Writing 1                           | 12                  | ACT English                     |
| 1009330         | Creative Writing 2                           | 9                   | NFTAV_R                         |
| 1009330         | Creative Writing 2                           | 10                  | NFTAV_R                         |
| 1009330         | Creative Writing 2                           | 11                  | ACT English                     |
| 1009330         | Creative Writing 2                           | 12                  | ACT English                     |
| 1009360         | AICE General Paper AS Level                  | 9                   | TAV_R                           |
| 1009360         | AICE General Paper AS Level                  | 10                  | TAV_R                           |
| 1009360         | AICE General Paper AS Level                  | 11                  | ACT English                     |
| 1009360         | AICE General Paper AS Level                  | 12                  | ACT English                     |
| 1100000         | M/J Library Skills/Information Literacy (MC) | 4                   | NFTAV_R                         |
| 1100000         | M/J Library Skills/Information Literacy (MC) | 5                   | NFTAV_R                         |
| 1100000         | M/J Library Skills/Information Literacy (MC) | 6                   | NFTAV_R                         |
| 1100000         | M/J Library Skills/Information Literacy (MC) | 7                   | NFTAV_R                         |
| 1200310         | Algebra 1                                    | 7                   | TAV_M                           |
| 1200310         | Algebra 1                                    | 7                   | EOC Alg 1 6-7                   |
| 1200310         | Algebra 1                                    | 8                   | TAV_Alg                         |
| 1200310         | Algebra 1                                    | 9                   | TAV_Alg                         |
| 1200310         | Algebra 1                                    | 10                  | EOC Alg 1 10-12                 |
| 1200310         | Algebra 1                                    | 11                  | EOC Alg 1 10-12                 |
| 1200310         | Algebra 1                                    | 12                  | EOC Alg 1 10-12                 |
| 1200320         | Algebra 1 Honors                             | 7                   | TAV_M                           |

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| <b>Course #</b> | <b>Course Name</b>                                  | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------|---------------------|---------------------------------|
| 1200320         | Algebra 1 Honors                                    | 7                   | EOC Alg 1 6-7                   |
| 1200320         | Algebra 1 Honors                                    | 8                   | TAV_Algebra                     |
| 1200320         | Algebra 1 Honors                                    | 9                   | TAV_Algebra                     |
| 1200320         | Algebra 1 Honors                                    | 10                  | EOC Alg 1 10-12                 |
| 1200320         | Algebra 1 Honors                                    | 11                  | EOC Alg 1 10-12                 |
| 1200320         | Algebra 1 Honors                                    | 12                  | EOC Alg 1 10-12                 |
| 1200330         | Algebra 2                                           | 8                   | EOC Alg 2                       |
| 1200330         | Algebra 2                                           | 9                   | EOC Alg 2                       |
| 1200330         | Algebra 2                                           | 10                  | EOC Alg 2                       |
| 1200330         | Algebra 2                                           | 11                  | EOC Alg 2                       |
| 1200330         | Algebra 2                                           | 12                  | EOC Alg 2                       |
| 1200340         | Algebra 2 Honors                                    | 8                   | TAV_M                           |
| 1200340         | Algebra 2 Honors                                    | 8                   | EOC Alg 2                       |
| 1200340         | Algebra 2 Honors                                    | 9                   | EOC Alg 2                       |
| 1200340         | Algebra 2 Honors                                    | 10                  | EOC Alg 2                       |
| 1200340         | Algebra 2 Honors                                    | 11                  | EOC Alg 2                       |
| 1200340         | Algebra 2 Honors                                    | 12                  | EOC Alg 2                       |
| 1200370         | Algebra 1-A                                         | 7                   | NFTAV_M                         |
| 1200370         | Algebra 1-A                                         | 8                   | TAV_M                           |
| 1200370         | Algebra 1-A                                         | 9                   | NFTAV_R                         |
| 1200370         | Algebra 1-A                                         | 10                  | NFTAV_R                         |
| 1200370         | Algebra 1-A                                         | 11                  | ACT Math                        |
| 1200370         | Algebra 1-A                                         | 12                  | ACT Math                        |
| 1200380         | Algebra 1-B                                         | 9                   | TAV_Algebra                     |
| 1200380         | Algebra 1-B                                         | 10                  | EOC Alg 1 10-12                 |
| 1200380         | Algebra 1-B                                         | 11                  | EOC Alg 1 10-12                 |
| 1200380         | Algebra 1-B                                         | 12                  | EOC Alg 1 10-12                 |
| 1200390         | International Baccalaureate Mid Yrs. Prog Algebra 1 | 7                   | TAV_M                           |
| 1200390         | International Baccalaureate Mid Yrs. Prog Algebra 1 | 7                   | EOC Alg 1 6-7                   |
| 1200390         | International Baccalaureate Mid Yrs. Prog Algebra 1 | 8                   | TAV_Algebra                     |
| 1200395         | International Baccalaureate Mid Yrs. Prog Algebra 2 | 9                   | EOC Alg 2                       |
| 1200395         | International Baccalaureate Mid Yrs. Prog Algebra 2 | 10                  | EOC Alg 2                       |
| 1200400         | Intensive Mathematics                               | 8                   | NFTAV_M                         |
| 1200400         | Intensive Mathematics                               | 9                   | FCAT FSA Retake                 |
| 1200400         | Intensive Mathematics                               | 9                   | NFTAV_R                         |
| 1200400         | Intensive Mathematics                               | 10                  | FCAT FSA Retake                 |
| 1200400         | Intensive Mathematics                               | 10                  | NFTAV_R                         |
| 1200400         | Intensive Mathematics                               | 11                  | FCAT FSA Retake                 |
| 1200400         | Intensive Mathematics                               | 11                  | ACT Math                        |
| 1200400         | Intensive Mathematics                               | 12                  | FCAT FSA Retake                 |

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| <b>Course #</b> | <b>Course Name</b>                                         | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------------------|---------------------|---------------------------------|
| 1200400         | Intensive Mathematics                                      | 12                  | ACT Math                        |
| 1200500         | Advanced Algebra with Financial Applications               | 12                  | ACT Math                        |
| 1200700         | Mathematics for College Readiness                          | 10                  | NFTAV_R                         |
| 1200700         | Mathematics for College Readiness                          | 11                  | ACT Math                        |
| 1200700         | Mathematics for College Readiness                          | 12                  | ACT Math                        |
| 1201300         | Mathematical Analysis Honors                               | 11                  | ACT Math                        |
| 1201315         | Analysis of Functions Honors                               | 10                  | NFTAV_R                         |
| 1201315         | Analysis of Functions Honors                               | 11                  | ACT Math                        |
| 1201315         | Analysis of Functions Honors                               | 12                  | ACT Math                        |
| 1202300         | Calculus Honors                                            | 11                  | ACT Math                        |
| 1202300         | Calculus Honors                                            | 12                  | ACT Math                        |
| 1202310         | Advanced Placement Calculus AB                             | 10                  | NFTAV_R                         |
| 1202310         | Advanced Placement Calculus AB                             | 11                  | ACT Math                        |
| 1202310         | Advanced Placement Calculus AB                             | 12                  | ACT Math                        |
| 1202320         | Advanced Placement Calculus BC                             | 10                  | NFTAV_R                         |
| 1202320         | Advanced Placement Calculus BC                             | 11                  | ACT Math                        |
| 1202320         | Advanced Placement Calculus BC                             | 12                  | ACT Math                        |
| 1202340         | Pre-Calculus Honors                                        | 8                   | NFTAV_M                         |
| 1202340         | Pre-Calculus Honors                                        | 9                   | NFTAV_R                         |
| 1202340         | Pre-Calculus Honors                                        | 10                  | NFTAV_R                         |
| 1202340         | Pre-Calculus Honors                                        | 11                  | ACT Math                        |
| 1202340         | Pre-Calculus Honors                                        | 12                  | ACT Math                        |
| 1202352         | AICE Mathematics 1 AS Level                                | 10                  | NFTAV_R                         |
| 1202352         | AICE Mathematics 1 AS Level                                | 11                  | ACT Math                        |
| 1202352         | AICE Mathematics 1 AS Level                                | 12                  | ACT Math                        |
| 1202362         | AICE Mathematics and Probability and Statistics 1 AS Level | 10                  | NFTAV_R                         |
| 1202362         | AICE Mathematics and Probability and Statistics 1 AS Level | 11                  | ACT Math                        |
| 1202362         | AICE Mathematics and Probability and Statistics 1 AS Level | 12                  | ACT Math                        |
| 1202364         | AICE Mathematics and Probability and Statistics 2 A Level  | 10                  | NFTAV_R                         |
| 1202364         | AICE Mathematics and Probability and Statistics 2 A Level  | 11                  | ACT Math                        |
| 1202364         | AICE Mathematics and Probability and Statistics 2 A Level  | 12                  | ACT Math                        |
| 1202375         | International Baccalaureate Pre-Calculus                   | 10                  | NFTAV_R                         |
| 1202375         | International Baccalaureate Pre-Calculus                   | 11                  | ACT Math                        |
| 1202810         | International Baccalaureate Calculus and Descriptive       | 11                  | ACT Math                        |
| 1202810         | International Baccalaureate Calculus and Descriptive       | 12                  | ACT Math                        |
| 1202830         | International Baccalaureate Advanced Calculus              | 12                  | ACT Math                        |
| 1204000         | M/J Intensive Mathematics (MC)                             | 6                   | TAV_M                           |
| 1204000         | M/J Intensive Mathematics (MC)                             | 6                   | FCAT FSA Retake                 |
| 1204000         | M/J Intensive Mathematics (MC)                             | 7                   | TAV_M                           |
| 1204000         | M/J Intensive Mathematics (MC)                             | 7                   | FCAT FSA Retake                 |

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| <b>Course #</b> | <b>Course Name</b>                                 | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------|---------------------|---------------------------------|
| 1204000         | M/J Intensive Mathematics (MC)                     | 8                   | TAV_M                           |
| 1204000         | M/J Intensive Mathematics (MC)                     | 8                   | FCAT FSA Retake                 |
| 1205010         | M/J Grade 6 Mathematics                            | 4                   | TAV_M                           |
| 1205010         | M/J Grade 6 Mathematics                            | 5                   | TAV_M                           |
| 1205010         | M/J Grade 6 Mathematics                            | 6                   | TAV_M                           |
| 1205010         | M/J Grade 6 Mathematics                            | 7                   | TAV_M                           |
| 1205020         | M/J Grade 6 Mathematics                            | 6                   | TAV_M                           |
| 1205040         | M/J Grade 7 Mathematics                            | 6                   | TAV_M                           |
| 1205040         | M/J Grade 7 Mathematics                            | 7                   | TAV_M                           |
| 1205040         | M/J Grade 7 Mathematics                            | 8                   | TAV_M                           |
| 1205040         | M/J Grade 7 Mathematics                            | 9                   | NFTAV_R                         |
| 1205050         | M/J Grade 7 Mathematics Advanced                   | 6                   | TAV_M                           |
| 1205050         | M/J Grade 7 Mathematics Advanced                   | 7                   | TAV_M                           |
| 1205050         | M/J Grade 7 Mathematics Advanced                   | 8                   | TAV_M                           |
| 1205070         | M/J Grade 8 Pre-Algebra                            | 7                   | TAV_M                           |
| 1205070         | M/J Grade 8 Pre-Algebra                            | 8                   | TAV_M                           |
| 1205070         | M/J Grade 8 Pre-Algebra                            | 9                   | TAV_M                           |
| 1205100         | M/J International Baccalaureate Pre-Algebra        | 7                   | TAV_M                           |
| 1206310         | Geometry                                           | 7                   | NFTAV_M                         |
| 1206310         | Geometry                                           | 7                   | EOC Geometry                    |
| 1206310         | Geometry                                           | 8                   | EOC Geometry                    |
| 1206310         | Geometry                                           | 8                   | NFTAV_M                         |
| 1206310         | Geometry                                           | 9                   | EOC Geometry                    |
| 1206310         | Geometry                                           | 10                  | EOC Geometry                    |
| 1206310         | Geometry                                           | 11                  | EOC Geometry                    |
| 1206310         | Geometry                                           | 12                  | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 7                   | NFTAV_M                         |
| 1206320         | Geometry Honors                                    | 7                   | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 8                   | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 8                   | NFTAV_M                         |
| 1206320         | Geometry Honors                                    | 9                   | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 10                  | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 11                  | EOC Geometry                    |
| 1206320         | Geometry Honors                                    | 12                  | EOC Geometry                    |
| 1206810         | International Baccalaureate Mid Yrs. Prog Geometry | 8                   | EOC Geometry                    |
| 1206810         | International Baccalaureate Mid Yrs. Prog Geometry | 8                   | NFTAV_M                         |
| 1206810         | International Baccalaureate Mid Yrs. Prog Geometry | 9                   | EOC Geometry                    |
| 1207300         | Liberal Arts Mathematics 1                         | 7                   | NFTAV_M                         |
| 1207300         | Liberal Arts Mathematics 1                         | 9                   | NFTAV_R                         |
| 1207300         | Liberal Arts Mathematics 1                         | 10                  | NFTAV_R                         |

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|-----------------|------------------------------------------------------|---------------------|---------------------------------|
| 1207300         | Liberal Arts Mathematics 1                           | 11                  | ACT Math                        |
| 1207300         | Liberal Arts Mathematics 1                           | 12                  | ACT Math                        |
| 1207310         | Liberal Arts Mathematics 2                           | 9                   | NFTAV_R                         |
| 1207310         | Liberal Arts Mathematics 2                           | 10                  | NFTAV_R                         |
| 1207310         | Liberal Arts Mathematics 2                           | 11                  | ACT Math                        |
| 1207310         | Liberal Arts Mathematics 2                           | 12                  | ACT Math                        |
| 1209800         | International Baccalaureate Mathematics Studies      | 10                  | NFTAV_R                         |
| 1209800         | International Baccalaureate Mathematics Studies      | 11                  | ACT Math                        |
| 1209810         | Pre-AICE Mathematics 1 IGCSE Level                   | 7                   | TAV_M                           |
| 1209810         | Pre-AICE Mathematics 1 IGCSE Level                   | 7                   | EOC Alg 1 6-7                   |
| 1209810         | Pre-AICE Mathematics 1 IGCSE Level                   | 8                   | TAV_Alg                         |
| 1209810         | Pre-AICE Mathematics 1 IGCSE Level                   | 8                   | NFTAV_M                         |
| 1209820         | Pre-AICE Mathematics 2 IGCSE Level                   | 8                   | NFTAV_M                         |
| 1209820         | Pre-AICE Mathematics 2 IGCSE Level                   | 8                   | EOC Geometry                    |
| 1209820         | Pre-AICE Mathematics 2 IGCSE Level                   | 9                   | EOC Geometry                    |
| 1209820         | Pre-AICE Mathematics 2 IGCSE Level                   | 10                  | EOC Geometry                    |
| 1209820         | Pre-AICE Mathematics 2 IGCSE Level                   | 11                  | EOC Geometry                    |
| 1209825         | Pre-AICE Mathematics 3 IGCSE Level                   | 9                   | EOC Alg 2                       |
| 1209825         | Pre-AICE Mathematics 3 IGCSE Level                   | 10                  | EOC Alg 2                       |
| 1209825         | Pre-AICE Mathematics 3 IGCSE Level                   | 11                  | EOC Alg 2                       |
| 1209825         | Pre-AICE Mathematics 3 IGCSE Level                   | 12                  | EOC Alg 2                       |
| 1210300         | Probability & Statistics with Applications Honors    | 10                  | NFTAV_R                         |
| 1210300         | Probability & Statistics with Applications Honors    | 11                  | ACT Math                        |
| 1210300         | Probability & Statistics with Applications Honors    | 12                  | ACT Math                        |
| 1210310         | IB Statistics and Introductory Differential Calculus | 11                  | ACT Math                        |
| 1210310         | IB Statistics and Introductory Differential Calculus | 12                  | ACT Math                        |
| 1210320         | Advanced Placement Statistics                        | 9                   | NFTAV_R                         |
| 1210320         | Advanced Placement Statistics                        | 10                  | NFTAV_R                         |
| 1210320         | Advanced Placement Statistics                        | 11                  | ACT Math                        |
| 1210320         | Advanced Placement Statistics                        | 12                  | ACT Math                        |
| 1211300         | Trigonometry Honors                                  | 10                  | NFTAV_R                         |
| 1211300         | Trigonometry Honors                                  | 11                  | ACT Math                        |
| 1211300         | Trigonometry Honors                                  | 12                  | ACT Math                        |
| 1298310         | Advanced Topics in Mathematics (formerly 129830A)    | 10                  | NFTAV_R                         |
| 1298310         | Advanced Topics in Mathematics (formerly 129830A)    | 11                  | ACT Combo                       |
| 1298310         | Advanced Topics in Mathematics (formerly 129830A)    | 12                  | ACT Combo                       |
| 1300330         | Advanced Placement Music Theory                      | 10                  | NFTAV_R                         |
| 1300330         | Advanced Placement Music Theory                      | 11                  | ACT Combo                       |
| 1300330         | Advanced Placement Music Theory                      | 12                  | ACT Combo                       |
| 1300340         | Music of the World                                   | 11                  | ACT Combo                       |

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|-----------------|-------------------------------------|---------------------|---------------------------------|
| 1300395         | AICE Music 1 AS Level               | 10                  | NFTAV_R                         |
| 1300395         | AICE Music 1 AS Level               | 11                  | ACT Combo                       |
| 1300395         | AICE Music 1 AS Level               | 12                  | ACT Combo                       |
| 1300816         | International Baccalaureate Music 1 | 11                  | ACT Combo                       |
| 1300818         | International Baccalaureate Music 2 | 11                  | ACT Combo                       |
| 1300818         | International Baccalaureate Music 2 | 12                  | ACT Combo                       |
| 1300830         | International Baccalaureate Music 4 | 11                  | ACT Combo                       |
| 1300830         | International Baccalaureate Music 4 | 12                  | ACT Combo                       |
| 1301030         | M/J Keyboard 1                      | 7                   | NFTAV_R-M                       |
| 1301030         | M/J Keyboard 1                      | 8                   | NFTAV_R-M                       |
| 1301060         | M/J Guitar 1                        | 7                   | NFTAV_R-M                       |
| 1301060         | M/J Guitar 1                        | 8                   | NFTAV_R-M                       |
| 1301070         | M/J Guitar 2                        | 7                   | NFTAV_R-M                       |
| 1301070         | M/J Guitar 2                        | 8                   | NFTAV_R-M                       |
| 1301090         | M/J Exploring Music 1               | 4                   | NFTAV_R-M                       |
| 1301090         | M/J Exploring Music 1               | 5                   | NFTAV_R-M                       |
| 1301090         | M/J Exploring Music 1               | 6                   | NFTAV_R-M                       |
| 1301100         | M/J Exploring Music 2               | 7                   | NFTAV_R-M                       |
| 1301100         | M/J Exploring Music 2               | 8                   | NFTAV_R-M                       |
| 1301320         | Guitar 1                            | 9                   | NFTAV_R                         |
| 1301320         | Guitar 1                            | 10                  | NFTAV_R                         |
| 1301320         | Guitar 1                            | 11                  | ACT Combo                       |
| 1301320         | Guitar 1                            | 12                  | ACT Combo                       |
| 1301360         | Keyboard 1                          | 9                   | NFTAV_R                         |
| 1301360         | Keyboard 1                          | 10                  | NFTAV_R                         |
| 1301360         | Keyboard 1                          | 11                  | ACT Combo                       |
| 1301360         | Keyboard 1                          | 12                  | ACT Combo                       |
| 1301370         | Keyboard 2                          | 10                  | NFTAV_R                         |
| 1301370         | Keyboard 2                          | 11                  | ACT Combo                       |
| 1301370         | Keyboard 2                          | 12                  | ACT Combo                       |
| 1301380         | Keyboard 3                          | 10                  | NFTAV_R                         |
| 1301380         | Keyboard 3                          | 11                  | ACT Combo                       |
| 1301380         | Keyboard 3                          | 12                  | ACT Combo                       |
| 1301390         | Keyboard 4 Honors                   | 12                  | ACT Combo                       |
| 1302000         | M/J Band 1                          | 6                   | NFTAV_R-M                       |
| 1302000         | M/J Band 1                          | 7                   | NFTAV_R-M                       |
| 1302000         | M/J Band 1                          | 8                   | NFTAV_R-M                       |
| 1302010         | M/J Band 2                          | 7                   | NFTAV_R-M                       |
| 1302010         | M/J Band 2                          | 8                   | NFTAV_R-M                       |
| 1302020         | M/J Band 3                          | 8                   | NFTAV_R-M                       |

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|-----------------|-------------------------------|---------------------|---------------------------------|
| 1302040         | M/J Orchestra 1               | 7                   | NFTAV_R-M                       |
| 1302040         | M/J Orchestra 1               | 8                   | NFTAV_R-M                       |
| 1302050         | M/J Orchestra 2               | 7                   | NFTAV_R-M                       |
| 1302050         | M/J Orchestra 2               | 8                   | NFTAV_R-M                       |
| 1302060         | M/J Orchestra 3               | 7                   | NFTAV_R-M                       |
| 1302060         | M/J Orchestra 3               | 8                   | NFTAV_R-M                       |
| 1302070         | M/J Orchestra 4               | 7                   | NFTAV_R-M                       |
| 1302070         | M/J Orchestra 4               | 8                   | NFTAV_R-M                       |
| 1302080         | M/J Instrumental Techniques 1 | 7                   | NFTAV_R-M                       |
| 1302110         | M/J Instrumental Ensemble 1   | 7                   | NFTAV_R-M                       |
| 1302110         | M/J Instrumental Ensemble 1   | 8                   | NFTAV_R-M                       |
| 1302120         | M/J Instrumental Ensemble 2   | 7                   | NFTAV_R-M                       |
| 1302120         | M/J Instrumental Ensemble 2   | 8                   | NFTAV_R-M                       |
| 1302300         | Band 1                        | 9                   | NFTAV_R                         |
| 1302300         | Band 1                        | 10                  | NFTAV_R                         |
| 1302300         | Band 1                        | 11                  | ACT Combo                       |
| 1302300         | Band 1                        | 12                  | ACT Combo                       |
| 1302310         | Band 2                        | 9                   | NFTAV_R                         |
| 1302310         | Band 2                        | 10                  | NFTAV_R                         |
| 1302310         | Band 2                        | 11                  | ACT Combo                       |
| 1302310         | Band 2                        | 12                  | ACT Combo                       |
| 1302320         | Band 3                        | 9                   | NFTAV_R                         |
| 1302320         | Band 3                        | 10                  | NFTAV_R                         |
| 1302320         | Band 3                        | 11                  | ACT Combo                       |
| 1302320         | Band 3                        | 12                  | ACT Combo                       |
| 1302330         | Band 4                        | 9                   | NFTAV_R                         |
| 1302330         | Band 4                        | 10                  | NFTAV_R                         |
| 1302330         | Band 4                        | 11                  | ACT Combo                       |
| 1302330         | Band 4                        | 12                  | ACT Combo                       |
| 1302340         | Band 5 Honors                 | 9                   | NFTAV_R                         |
| 1302340         | Band 5 Honors                 | 10                  | NFTAV_R                         |
| 1302340         | Band 5 Honors                 | 11                  | ACT Combo                       |
| 1302340         | Band 5 Honors                 | 12                  | ACT Combo                       |
| 1302350         | Band 6 Honors                 | 9                   | NFTAV_R                         |
| 1302350         | Band 6 Honors                 | 11                  | ACT Combo                       |
| 1302350         | Band 6 Honors                 | 12                  | ACT Combo                       |
| 1302360         | Orchestra 1                   | 9                   | NFTAV_R                         |
| 1302360         | Orchestra 1                   | 10                  | NFTAV_R                         |
| 1302360         | Orchestra 1                   | 11                  | ACT Combo                       |
| 1302360         | Orchestra 1                   | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>               | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------|---------------------|---------------------------------|
| 1302370         | Orchestra 2                      | 9                   | NFTAV_R                         |
| 1302370         | Orchestra 2                      | 10                  | NFTAV_R                         |
| 1302370         | Orchestra 2                      | 11                  | ACT Combo                       |
| 1302370         | Orchestra 2                      | 12                  | ACT Combo                       |
| 1302380         | Orchestra 3                      | 9                   | NFTAV_R                         |
| 1302380         | Orchestra 3                      | 10                  | NFTAV_R                         |
| 1302380         | Orchestra 3                      | 11                  | ACT Combo                       |
| 1302380         | Orchestra 3                      | 12                  | ACT Combo                       |
| 1302390         | Orchestra 4                      | 9                   | NFTAV_R                         |
| 1302390         | Orchestra 4                      | 10                  | NFTAV_R                         |
| 1302390         | Orchestra 4                      | 11                  | ACT Combo                       |
| 1302390         | Orchestra 4                      | 12                  | ACT Combo                       |
| 1302400         | Orchestra 5 Honors               | 10                  | NFTAV_R                         |
| 1302400         | Orchestra 5 Honors               | 11                  | ACT Combo                       |
| 1302400         | Orchestra 5 Honors               | 12                  | ACT Combo                       |
| 1302410         | Orchestra 6 Honors               | 9                   | NFTAV_R                         |
| 1302410         | Orchestra 6 Honors               | 11                  | ACT Combo                       |
| 1302410         | Orchestra 6 Honors               | 12                  | ACT Combo                       |
| 1302420         | Instrumental Techniques 1        | 9                   | NFTAV_R                         |
| 1302420         | Instrumental Techniques 1        | 10                  | NFTAV_R                         |
| 1302420         | Instrumental Techniques 1        | 11                  | ACT Combo                       |
| 1302420         | Instrumental Techniques 1        | 12                  | ACT Combo                       |
| 1302430         | Instrumental Techniques 2        | 9                   | NFTAV_R                         |
| 1302430         | Instrumental Techniques 2        | 10                  | NFTAV_R                         |
| 1302430         | Instrumental Techniques 2        | 11                  | ACT Combo                       |
| 1302430         | Instrumental Techniques 2        | 12                  | ACT Combo                       |
| 1302440         | Instrumental Techniques 3        | 10                  | NFTAV_R                         |
| 1302440         | Instrumental Techniques 3        | 11                  | ACT Combo                       |
| 1302440         | Instrumental Techniques 3        | 12                  | ACT Combo                       |
| 1302450         | Instrumental Techniques 4 Honors | 10                  | NFTAV_R                         |
| 1302450         | Instrumental Techniques 4 Honors | 11                  | ACT Combo                       |
| 1302450         | Instrumental Techniques 4 Honors | 12                  | ACT Combo                       |
| 1302460         | Instrumental Ensemble 1          | 9                   | NFTAV_R                         |
| 1302460         | Instrumental Ensemble 1          | 10                  | NFTAV_R                         |
| 1302460         | Instrumental Ensemble 1          | 11                  | ACT Combo                       |
| 1302460         | Instrumental Ensemble 1          | 12                  | ACT Combo                       |
| 1302470         | Instrumental Ensemble 2          | 9                   | NFTAV_R                         |
| 1302470         | Instrumental Ensemble 2          | 10                  | NFTAV_R                         |
| 1302470         | Instrumental Ensemble 2          | 11                  | ACT Combo                       |
| 1302480         | Instrumental Ensemble 3          | 9                   | NFTAV_R                         |

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|-----------------|--------------------------------|---------------------|---------------------------------|
| 1302480         | Instrumental Ensemble 3        | 10                  | NFTAV_R                         |
| 1302480         | Instrumental Ensemble 3        | 11                  | ACT Combo                       |
| 1302480         | Instrumental Ensemble 3        | 12                  | ACT Read                        |
| 1302490         | Instrumental Ensemble 4 Honors | 10                  | NFTAV_R                         |
| 1302490         | Instrumental Ensemble 4 Honors | 11                  | ACT Combo                       |
| 1302490         | Instrumental Ensemble 4 Honors | 12                  | ACT Combo                       |
| 1302500         | Jazz Ensemble 1                | 9                   | NFTAV_R                         |
| 1302500         | Jazz Ensemble 1                | 10                  | NFTAV_R                         |
| 1302500         | Jazz Ensemble 1                | 11                  | ACT Combo                       |
| 1302500         | Jazz Ensemble 1                | 12                  | ACT Combo                       |
| 1302510         | Jazz Ensemble 2                | 9                   | NFTAV_R                         |
| 1302510         | Jazz Ensemble 2                | 10                  | NFTAV_R                         |
| 1302510         | Jazz Ensemble 2                | 11                  | ACT Combo                       |
| 1302510         | Jazz Ensemble 2                | 12                  | ACT Combo                       |
| 1302520         | Jazz Ensemble 3                | 10                  | NFTAV_R                         |
| 1302520         | Jazz Ensemble 3                | 11                  | ACT Combo                       |
| 1302520         | Jazz Ensemble 3                | 12                  | ACT Combo                       |
| 1302530         | Jazz Ensemble 4 Honors         | 9                   | NFTAV_R                         |
| 1302530         | Jazz Ensemble 4 Honors         | 10                  | NFTAV_R                         |
| 1302530         | Jazz Ensemble 4 Honors         | 11                  | ACT Combo                       |
| 1302530         | Jazz Ensemble 4 Honors         | 12                  | ACT Combo                       |
| 1303000         | M/J Chorus 1                   | 6                   | NFTAV_R-M                       |
| 1303000         | M/J Chorus 1                   | 7                   | NFTAV_R-M                       |
| 1303000         | M/J Chorus 1                   | 8                   | NFTAV_R-M                       |
| 1303010         | M/J Chorus 2                   | 7                   | NFTAV_R-M                       |
| 1303010         | M/J Chorus 2                   | 8                   | NFTAV_R-M                       |
| 1303010         | M/J Chorus 2                   | 9                   | NFTAV_R                         |
| 1303070         | M/J Vocal Techniques 1         | 7                   | NFTAV_R-M                       |
| 1303100         | M/J Vocal Ensemble 1           | 7                   | NFTAV_R-M                       |
| 1303150         | M/J Music Technology           | 7                   | NFTAV_R-M                       |
| 1303150         | M/J Music Technology           | 8                   | NFTAV_R-M                       |
| 1303300         | Chorus 1                       | 9                   | NFTAV_R                         |
| 1303300         | Chorus 1                       | 10                  | NFTAV_R                         |
| 1303300         | Chorus 1                       | 11                  | ACT Combo                       |
| 1303300         | Chorus 1                       | 12                  | ACT Combo                       |
| 1303310         | Chorus 2                       | 9                   | NFTAV_R                         |
| 1303310         | Chorus 2                       | 10                  | NFTAV_R                         |
| 1303310         | Chorus 2                       | 11                  | ACT Combo                       |
| 1303310         | Chorus 2                       | 12                  | ACT Combo                       |
| 1303320         | Chorus 3                       | 9                   | NFTAV_R                         |

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|-----------------|-----------------------------------|---------------------|---------------------------------|
| 1303320         | Chorus 3                          | 10                  | NFTAV_R                         |
| 1303320         | Chorus 3                          | 11                  | ACT Combo                       |
| 1303320         | Chorus 3                          | 12                  | ACT Combo                       |
| 1303330         | Chorus 4                          | 9                   | NFTAV_R                         |
| 1303330         | Chorus 4                          | 10                  | NFTAV_R                         |
| 1303330         | Chorus 4                          | 11                  | ACT Combo                       |
| 1303330         | Chorus 4                          | 12                  | ACT Combo                       |
| 1303340         | Chorus 5 Honors                   | 9                   | NFTAV_R                         |
| 1303340         | Chorus 5 Honors                   | 10                  | NFTAV_R                         |
| 1303340         | Chorus 5 Honors                   | 11                  | ACT Combo                       |
| 1303340         | Chorus 5 Honors                   | 12                  | ACT Combo                       |
| 1303350         | Chorus 6 Honors                   | 10                  | NFTAV_R                         |
| 1303350         | Chorus 6 Honors                   | 11                  | ACT Combo                       |
| 1303350         | Chorus 6 Honors                   | 12                  | ACT Combo                       |
| 1303360         | Chorus Register-Specific 1        | 9                   | NFTAV_R                         |
| 1303360         | Chorus Register-Specific 1        | 10                  | NFTAV_R                         |
| 1303360         | Chorus Register-Specific 1        | 11                  | ACT Combo                       |
| 1303360         | Chorus Register-Specific 1        | 12                  | ACT Combo                       |
| 1303370         | Chorus Register-Specific 2        | 9                   | NFTAV_R                         |
| 1303370         | Chorus Register-Specific 2        | 10                  | NFTAV_R                         |
| 1303370         | Chorus Register-Specific 2        | 11                  | ACT Combo                       |
| 1303370         | Chorus Register-Specific 2        | 12                  | ACT Combo                       |
| 1303380         | Chorus Register-Specific 3        | 11                  | ACT Combo                       |
| 1303390         | Chorus Register-Specific 4 Honors | 12                  | ACT Combo                       |
| 1303400         | Vocal Techniques 1                | 9                   | NFTAV_R                         |
| 1303400         | Vocal Techniques 1                | 10                  | NFTAV_R                         |
| 1303400         | Vocal Techniques 1                | 11                  | ACT Combo                       |
| 1303400         | Vocal Techniques 1                | 12                  | ACT Combo                       |
| 1303410         | Vocal Techniques 2                | 9                   | NFTAV_R                         |
| 1303410         | Vocal Techniques 2                | 10                  | NFTAV_R                         |
| 1303410         | Vocal Techniques 2                | 11                  | ACT Combo                       |
| 1303410         | Vocal Techniques 2                | 12                  | ACT Combo                       |
| 1303420         | Vocal Techniques 3                | 10                  | NFTAV_R                         |
| 1303420         | Vocal Techniques 3                | 11                  | ACT Combo                       |
| 1303420         | Vocal Techniques 3                | 12                  | ACT Combo                       |
| 1303430         | Vocal Techniques 4 Honors         | 11                  | ACT Combo                       |
| 1303430         | Vocal Techniques 4 Honors         | 12                  | ACT Combo                       |
| 1303440         | Vocal Ensemble 1                  | 9                   | NFTAV_R                         |
| 1303440         | Vocal Ensemble 1                  | 10                  | NFTAV_R                         |
| 1303440         | Vocal Ensemble 1                  | 11                  | ACT Combo                       |

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|-----------------|-------------------------|---------------------|---------------------------------|
| 1303440         | Vocal Ensemble 1        | 12                  | ACT Combo                       |
| 1303450         | Vocal Ensemble 2        | 9                   | NFTAV_R                         |
| 1303450         | Vocal Ensemble 2        | 10                  | NFTAV_R                         |
| 1303450         | Vocal Ensemble 2        | 11                  | ACT Combo                       |
| 1303450         | Vocal Ensemble 2        | 12                  | ACT Combo                       |
| 1303460         | Vocal Ensemble 3        | 10                  | NFTAV_R                         |
| 1303460         | Vocal Ensemble 3        | 11                  | ACT Combo                       |
| 1303460         | Vocal Ensemble 3        | 12                  | ACT Combo                       |
| 1303470         | Vocal Ensemble 4 Honors | 9                   | NFTAV_R                         |
| 1303470         | Vocal Ensemble 4 Honors | 10                  | NFTAV_R                         |
| 1303470         | Vocal Ensemble 4 Honors | 11                  | ACT Combo                       |
| 1303470         | Vocal Ensemble 4 Honors | 12                  | ACT Combo                       |
| 1305300         | Eurhythmics 1           | 9                   | NFTAV_R                         |
| 1305300         | Eurhythmics 1           | 10                  | NFTAV_R                         |
| 1305300         | Eurhythmics 1           | 11                  | ACT Combo                       |
| 1305300         | Eurhythmics 1           | 12                  | ACT Combo                       |
| 1305310         | Eurhythmics 2           | 10                  | NFTAV_R                         |
| 1305310         | Eurhythmics 2           | 11                  | ACT Combo                       |
| 1305310         | Eurhythmics 2           | 12                  | ACT Combo                       |
| 1305320         | Eurhythmics 3           | 11                  | ACT Combo                       |
| 1305320         | Eurhythmics 3           | 12                  | ACT Combo                       |
| 1305330         | Eurhythmics 4           | 9                   | NFTAV_R                         |
| 1305330         | Eurhythmics 4           | 12                  | ACT Combo                       |
| 1400000         | M/J Peer Counseling 1   | 6                   | NFTAV_R-M                       |
| 1400000         | M/J Peer Counseling 1   | 7                   | NFTAV_R-M                       |
| 1400000         | M/J Peer Counseling 1   | 8                   | NFTAV_R-M                       |
| 1400300         | Peer Counseling 1       | 7                   | NFTAV_R-M                       |
| 1400300         | Peer Counseling 1       | 8                   | NFTAV_R-M                       |
| 1400300         | Peer Counseling 1       | 9                   | NFTAV_R                         |
| 1400300         | Peer Counseling 1       | 10                  | NFTAV_R                         |
| 1400300         | Peer Counseling 1       | 11                  | ACT Combo                       |
| 1400300         | Peer Counseling 1       | 12                  | ACT Combo                       |
| 1400310         | Peer Counseling 2       | 9                   | NFTAV_R                         |
| 1400310         | Peer Counseling 2       | 10                  | NFTAV_R                         |
| 1400310         | Peer Counseling 2       | 11                  | ACT Combo                       |
| 1400310         | Peer Counseling 2       | 12                  | ACT Combo                       |
| 1400320         | Peer Counseling 3       | 9                   | NFTAV_R                         |
| 1400320         | Peer Counseling 3       | 10                  | NFTAV_R                         |
| 1400320         | Peer Counseling 3       | 11                  | ACT Combo                       |
| 1400320         | Peer Counseling 3       | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>           | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------|---------------------|---------------------------------|
| 1400330         | Peer Counseling 4            | 10                  | NFTAV_R                         |
| 1400330         | Peer Counseling 4            | 11                  | ACT Combo                       |
| 1400330         | Peer Counseling 4            | 12                  | ACT Combo                       |
| 1501300         | Personal Fitness             | 9                   | NFTAV_R                         |
| 1501300         | Personal Fitness             | 10                  | NFTAV_R                         |
| 1501300         | Personal Fitness             | 11                  | ACT Combo                       |
| 1501300         | Personal Fitness             | 12                  | ACT Combo                       |
| 1501310         | Fitness Lifestyle Design     | 9                   | NFTAV_R                         |
| 1501310         | Fitness Lifestyle Design     | 10                  | NFTAV_R                         |
| 1501310         | Fitness Lifestyle Design     | 11                  | ACT Combo                       |
| 1501310         | Fitness Lifestyle Design     | 12                  | ACT Combo                       |
| 1501340         | Weight Training 1            | 8                   | NFTAV_R-M                       |
| 1501340         | Weight Training 1            | 9                   | NFTAV_R                         |
| 1501340         | Weight Training 1            | 10                  | NFTAV_R                         |
| 1501340         | Weight Training 1            | 11                  | ACT Combo                       |
| 1501340         | Weight Training 1            | 12                  | ACT Combo                       |
| 1501350         | Weight Training 2            | 9                   | NFTAV_R                         |
| 1501350         | Weight Training 2            | 10                  | NFTAV_R                         |
| 1501350         | Weight Training 2            | 11                  | ACT Combo                       |
| 1501350         | Weight Training 2            | 12                  | ACT Combo                       |
| 1501360         | Weight Training 3            | 9                   | NFTAV_R                         |
| 1501360         | Weight Training 3            | 10                  | NFTAV_R                         |
| 1501360         | Weight Training 3            | 11                  | ACT Combo                       |
| 1501360         | Weight Training 3            | 12                  | ACT Combo                       |
| 1501380         | Personal Fitness Trainer     | 9                   | NFTAV_R                         |
| 1501380         | Personal Fitness Trainer     | 10                  | NFTAV_R                         |
| 1501380         | Personal Fitness Trainer     | 11                  | ACT Combo                       |
| 1501380         | Personal Fitness Trainer     | 12                  | ACT Combo                       |
| 1501390         | Comprehensive Fitness        | 9                   | NFTAV_R                         |
| 1501390         | Comprehensive Fitness        | 10                  | NFTAV_R                         |
| 1501390         | Comprehensive Fitness        | 11                  | ACT Combo                       |
| 1501390         | Comprehensive Fitness        | 12                  | ACT Combo                       |
| 1501410         | Power Weight Training 1      | 9                   | NFTAV_R                         |
| 1501410         | Power Weight Training 1      | 10                  | NFTAV_R                         |
| 1501410         | Power Weight Training 1      | 11                  | ACT Combo                       |
| 1501410         | Power Weight Training 1      | 12                  | ACT Combo                       |
| 1502410         | Individual and Dual Sports 1 | 8                   | NFTAV_R-M                       |
| 1502410         | Individual and Dual Sports 1 | 9                   | NFTAV_R                         |
| 1502410         | Individual and Dual Sports 1 | 10                  | NFTAV_R                         |
| 1502410         | Individual and Dual Sports 1 | 11                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                       | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------|---------------------|---------------------------------|
| 1502410         | Individual and Dual Sports 1             | 12                  | ACT Combo                       |
| 1502420         | Individual and Dual Sports 2             | 9                   | NFTAV_R                         |
| 1502420         | Individual and Dual Sports 2             | 10                  | NFTAV_R                         |
| 1502420         | Individual and Dual Sports 2             | 11                  | ACT Combo                       |
| 1502420         | Individual and Dual Sports 2             | 12                  | ACT Combo                       |
| 1502430         | Individual and Dual Sports 3             | 10                  | NFTAV_R                         |
| 1502430         | Individual and Dual Sports 3             | 11                  | ACT Combo                       |
| 1502430         | Individual and Dual Sports 3             | 12                  | ACT Combo                       |
| 1502460         | Self Defense Activities                  | 8                   | NFTAV_R-M                       |
| 1502470         | Recreational Activities                  | 9                   | NFTAV_R                         |
| 1502470         | Recreational Activities                  | 10                  | NFTAV_R                         |
| 1502470         | Recreational Activities                  | 11                  | ACT Combo                       |
| 1502470         | Recreational Activities                  | 12                  | ACT Combo                       |
| 1502480         | Outdoor Education                        | 9                   | NFTAV_R                         |
| 1502480         | Outdoor Education                        | 10                  | NFTAV_R                         |
| 1502480         | Outdoor Education                        | 11                  | ACT Combo                       |
| 1502480         | Outdoor Education                        | 12                  | ACT Combo                       |
| 1502490         | Care and Prevention of Athletic Injuries | 9                   | NFTAV_R                         |
| 1502490         | Care and Prevention of Athletic Injuries | 10                  | NFTAV_R                         |
| 1502490         | Care and Prevention of Athletic Injuries | 11                  | ACT Combo                       |
| 1502490         | Care and Prevention of Athletic Injuries | 12                  | ACT Combo                       |
| 1502500         | Sports Officiating                       | 9                   | NFTAV_R                         |
| 1502500         | Sports Officiating                       | 10                  | NFTAV_R                         |
| 1502500         | Sports Officiating                       | 11                  | ACT Combo                       |
| 1502500         | Sports Officiating                       | 12                  | ACT Combo                       |
| 1503310         | Basketball                               | 9                   | NFTAV_R                         |
| 1503310         | Basketball                               | 10                  | NFTAV_R                         |
| 1503310         | Basketball                               | 11                  | ACT Combo                       |
| 1503310         | Basketball                               | 12                  | ACT Combo                       |
| 1503315         | Basketball 2                             | 9                   | NFTAV_R                         |
| 1503330         | Softball                                 | 9                   | NFTAV_R                         |
| 1503330         | Softball                                 | 10                  | NFTAV_R                         |
| 1503330         | Softball                                 | 11                  | ACT Combo                       |
| 1503330         | Softball                                 | 12                  | ACT Combo                       |
| 1503350         | Team Sports 1                            | 8                   | NFTAV_R-M                       |
| 1503350         | Team Sports 1                            | 9                   | NFTAV_R                         |
| 1503350         | Team Sports 1                            | 10                  | NFTAV_R                         |
| 1503350         | Team Sports 1                            | 11                  | ACT Combo                       |
| 1503350         | Team Sports 1                            | 12                  | ACT Combo                       |
| 1503360         | Team Sports 2                            | 9                   | NFTAV_R                         |

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|-----------------|--------------------|---------------------|---------------------------------|
| 1503360         | Team Sports 2      | 10                  | NFTAV_R                         |
| 1503360         | Team Sports 2      | 11                  | ACT Combo                       |
| 1503360         | Team Sports 2      | 12                  | ACT Combo                       |
| 1503400         | Aerobics 1         | 10                  | NFTAV_R                         |
| 1503400         | Aerobics 1         | 11                  | ACT Combo                       |
| 1504460         | Swimming 1         | 9                   | NFTAV_R                         |
| 1504460         | Swimming 1         | 10                  | NFTAV_R                         |
| 1504460         | Swimming 1         | 11                  | ACT Combo                       |
| 1504460         | Swimming 1         | 12                  | ACT Combo                       |
| 1504470         | Swimming 2         | 9                   | NFTAV_R                         |
| 1504470         | Swimming 2         | 10                  | NFTAV_R                         |
| 1504470         | Swimming 2         | 11                  | ACT Combo                       |
| 1504470         | Swimming 2         | 12                  | ACT Combo                       |
| 1504490         | Water Safety       | 9                   | NFTAV_R                         |
| 1504490         | Water Safety       | 10                  | NFTAV_R                         |
| 1504490         | Water Safety       | 11                  | ACT Combo                       |
| 1504490         | Water Safety       | 12                  | ACT Combo                       |
| 1504500         | Tennis 1           | 9                   | NFTAV_R                         |
| 1504500         | Tennis 1           | 10                  | NFTAV_R                         |
| 1504500         | Tennis 1           | 11                  | ACT Combo                       |
| 1504500         | Tennis 1           | 12                  | ACT Combo                       |
| 1504510         | Tennis 2           | 9                   | NFTAV_R                         |
| 1504510         | Tennis 2           | 10                  | NFTAV_R                         |
| 1504510         | Tennis 2           | 11                  | ACT Combo                       |
| 1505500         | Volleyball 1       | 9                   | NFTAV_R                         |
| 1505500         | Volleyball 1       | 10                  | NFTAV_R                         |
| 1505500         | Volleyball 1       | 11                  | ACT Combo                       |
| 1505500         | Volleyball 1       | 12                  | ACT Combo                       |
| 1505510         | Volleyball 2       | 9                   | NFTAV_R                         |
| 1505510         | Volleyball 2       | 10                  | NFTAV_R                         |
| 1505510         | Volleyball 2       | 11                  | ACT Combo                       |
| 1505510         | Volleyball 2       | 12                  | ACT Combo                       |
| 1505520         | Volleyball 3       | 9                   | NFTAV_R                         |
| 1505520         | Volleyball 3       | 10                  | NFTAV_R                         |
| 1505520         | Volleyball 3       | 11                  | ACT Combo                       |
| 1505520         | Volleyball 3       | 12                  | ACT Combo                       |
| 1505550         | Wrestling 1        | 10                  | NFTAV_R                         |
| 1505550         | Wrestling 1        | 11                  | ACT Combo                       |
| 1505550         | Wrestling 1        | 12                  | ACT Combo                       |
| 1505560         | Wrestling 2        | 10                  | NFTAV_R                         |

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|-----------------|-----------------------------------------------------------------|---------------------|---------------------------------|
| 1505560         | Wrestling 2                                                     | 11                  | ACT Combo                       |
| 1505560         | Wrestling 2                                                     | 12                  | ACT Combo                       |
| 1506320         | HOPE-Physical Education Variation                               | 8                   | NFTAV_R-M                       |
| 1506320         | HOPE-Physical Education Variation                               | 9                   | NFTAV_R                         |
| 1506320         | HOPE-Physical Education Variation                               | 10                  | NFTAV_R                         |
| 1506320         | HOPE-Physical Education Variation                               | 11                  | ACT Combo                       |
| 1506320         | HOPE-Physical Education Variation                               | 12                  | ACT Combo                       |
| 1508000         | M/J Fitness - Grade 6                                           | 4                   | NFTAV_R-M                       |
| 1508000         | M/J Fitness - Grade 6                                           | 5                   | NFTAV_R-M                       |
| 1508000         | M/J Fitness - Grade 6                                           | 6                   | NFTAV_R-M                       |
| 1508200         | M/J Team Sports - Grade 7                                       | 6                   | NFTAV_R-M                       |
| 1508400         | M/J Extreme/Alternative Sports - Grade 8                        | 7                   | NFTAV_R-M                       |
| 1508600         | M/J Comprehensive - Grades 6/7                                  | 7                   | NFTAV_R-M                       |
| 1508700         | M/J Comprehensive - Grades 7/8                                  | 7                   | NFTAV_R-M                       |
| 1508700         | M/J Comprehensive - Grades 7/8                                  | 8                   | NFTAV_R-M                       |
| 1508700         | M/J Comprehensive - Grades 7/8                                  | 9                   | NFTAV_R                         |
| 1700000         | M/J Research 1                                                  | 6                   | NFTAV_R-M                       |
| 1700000         | M/J Research 1                                                  | 7                   | NFTAV_R-M                       |
| 1700000         | M/J Research 1                                                  | 8                   | NFTAV_R-M                       |
| 1700010         | M/J Research 2                                                  | 6                   | NFTAV_R-M                       |
| 1700010         | M/J Research 2                                                  | 7                   | NFTAV_R-M                       |
| 1700010         | M/J Research 2                                                  | 8                   | NFTAV_R-M                       |
| 1700020         | M/J Research 3                                                  | 8                   | NFTAV_R-M                       |
| 1700060         | M/J Career Research and Decision Making                         | 7                   | NFTAV_R-M                       |
| 1700060         | M/J Career Research and Decision Making                         | 8                   | NFTAV_R-M                       |
| 1700060         | M/J Career Research and Decision Making                         | 9                   | NFTAV_R                         |
| 1700100         | M/J Critical Thinking, Problem Solving, and Learning Strategies | 6                   | NFTAV_R-M                       |
| 1700100         | M/J Critical Thinking, Problem Solving, and Learning Strategies | 7                   | NFTAV_R-M                       |
| 1700100         | M/J Critical Thinking, Problem Solving, and Learning Strategies | 8                   | NFTAV_R-M                       |
| 1700100         | M/J Critical Thinking, Problem Solving, and Learning Strategies | 9                   | NFTAV_R                         |
| 1700120         | M/J AVID 7th                                                    | 7                   | NFTAV_R-M                       |
| 1700120         | M/J AVID 7th                                                    | 8                   | NFTAV_R-M                       |
| 1700125         | M/J AVID 7th & Career Planning                                  | 7                   | NFTAV_R-M                       |
| 1700130         | M/J AVID 8th                                                    | 8                   | NFTAV_R-M                       |
| 1700300         | Research 1                                                      | 9                   | NFTAV_R                         |
| 1700300         | Research 1                                                      | 10                  | NFTAV_R                         |
| 1700360         | Florida's Pre-International Baccalaureate Inquiry Skills        | 9                   | NFTAV_R                         |
| 1700364         | AICE Global Perspectives and Independent Research 1 AS Level    | 10                  | NFTAV_R                         |
| 1700364         | AICE Global Perspectives and Independent Research 1 AS Level    | 11                  | ACT Combo                       |
| 1700364         | AICE Global Perspectives and Independent Research 1 AS Level    | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                                        | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------------|---------------------|---------------------------------|
| 1700366         | AICE Global Perspectives and Independent Research 2 Pre-U | 11                  | ACT Read                        |
| 1700370         | Critical Thinking and Study Skills                        | 7                   | NFTAV_R-M                       |
| 1700370         | Critical Thinking and Study Skills                        | 9                   | NFTAV_R                         |
| 1700370         | Critical Thinking and Study Skills                        | 10                  | NFTAV_R                         |
| 1700370         | Critical Thinking and Study Skills                        | 11                  | ACT Combo                       |
| 1700370         | Critical Thinking and Study Skills                        | 12                  | ACT Combo                       |
| 1700372         | AICE Thinking Skills 1 AS Level                           | 10                  | NFTAV_R                         |
| 1700372         | AICE Thinking Skills 1 AS Level                           | 11                  | ACT Combo                       |
| 1700372         | AICE Thinking Skills 1 AS Level                           | 12                  | ACT Combo                       |
| 1700374         | AICE Thinking Skills 2 A Level                            | 11                  | ACT Read                        |
| 1700380         | Career Research and Decision Making                       | 7                   | NFTAV_R-M                       |
| 1700380         | Career Research and Decision Making                       | 8                   | NFTAV_R-M                       |
| 1700380         | Career Research and Decision Making                       | 9                   | NFTAV_R                         |
| 1700380         | Career Research and Decision Making                       | 10                  | NFTAV_R                         |
| 1700380         | Career Research and Decision Making                       | 11                  | ACT Combo                       |
| 1700380         | Career Research and Decision Making                       | 12                  | ACT Combo                       |
| 1700390         | Advancement Via Individual Determination 1                | 9                   | NFTAV_R                         |
| 1700390         | Advancement Via Individual Determination 1                | 10                  | NFTAV_R                         |
| 1700400         | Advancement Via Individual Determination 2                | 9                   | NFTAV_R                         |
| 1700400         | Advancement Via Individual Determination 2                | 10                  | NFTAV_R                         |
| 1700400         | Advancement Via Individual Determination 2                | 11                  | ACT Read                        |
| 1700410         | Advancement Via Individual Determination 3                | 10                  | NFTAV_R                         |
| 1700410         | Advancement Via Individual Determination 3                | 11                  | ACT Combo                       |
| 1700410         | Advancement Via Individual Determination 3                | 12                  | ACT Read                        |
| 1700420         | Advancement Via Individual Determination 4                | 12                  | ACT Combo                       |
| 1700500         | Advanced Placement Capstone Seminar                       | 10                  | NFTAV_R                         |
| 1700500         | Advanced Placement Capstone Seminar                       | 11                  | ACT Combo                       |
| 1700500         | Advanced Placement Capstone Seminar                       | 12                  | ACT Combo                       |
| 1700510         | Advanced Placement Capstone Research                      | 11                  | ACT Read                        |
| 1800300         | Air Force: Aerospace Science 1                            | 9                   | NFTAV_R                         |
| 1800300         | Air Force: Aerospace Science 1                            | 10                  | NFTAV_R                         |
| 1800300         | Air Force: Aerospace Science 1                            | 11                  | ACT Combo                       |
| 1800300         | Air Force: Aerospace Science 1                            | 12                  | ACT Combo                       |
| 1800310         | Air Force: Aerospace Science 2                            | 10                  | NFTAV_R                         |
| 1800310         | Air Force: Aerospace Science 2                            | 11                  | ACT Combo                       |
| 1800310         | Air Force: Aerospace Science 2                            | 12                  | ACT Combo                       |
| 1800320         | Air Force: Aerospace Science 3                            | 9                   | NFTAV_R                         |
| 1800320         | Air Force: Aerospace Science 3                            | 10                  | NFTAV_R                         |
| 1800320         | Air Force: Aerospace Science 3                            | 11                  | ACT Combo                       |
| 1800320         | Air Force: Aerospace Science 3                            | 12                  | ACT Combo                       |

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|-----------------|---------------------------------------------------------|---------------------|---------------------------------|
| 1800330         | Air Force: Aerospace Science 4 - Leadership Development | 9                   | NFTAV_R                         |
| 1800330         | Air Force: Aerospace Science 4 - Leadership Development | 10                  | NFTAV_R                         |
| 1800330         | Air Force: Aerospace Science 4 - Leadership Development | 11                  | ACT Combo                       |
| 1800330         | Air Force: Aerospace Science 4 - Leadership Development | 12                  | ACT Combo                       |
| 1800340         | Advanced Aerospace Science                              | 9                   | NFTAV_R                         |
| 1800360         | Air Force: Aerospace Science 4                          | 12                  | ACT Combo                       |
| 1801300         | Army: Leadership Education and Training 1               | 9                   | NFTAV_R                         |
| 1801300         | Army: Leadership Education and Training 1               | 10                  | NFTAV_R                         |
| 1801300         | Army: Leadership Education and Training 1               | 11                  | ACT Combo                       |
| 1801300         | Army: Leadership Education and Training 1               | 12                  | ACT Combo                       |
| 1801310         | Army: Leadership Education and Training 2               | 9                   | NFTAV_R                         |
| 1801310         | Army: Leadership Education and Training 2               | 10                  | NFTAV_R                         |
| 1801310         | Army: Leadership Education and Training 2               | 11                  | ACT Combo                       |
| 1801310         | Army: Leadership Education and Training 2               | 12                  | ACT Combo                       |
| 1801320         | Army: Leadership Education and Training 3               | 10                  | NFTAV_R                         |
| 1801320         | Army: Leadership Education and Training 3               | 11                  | ACT Combo                       |
| 1801320         | Army: Leadership Education and Training 3               | 12                  | ACT Combo                       |
| 1801330         | Army: Leadership Education and Training 4               | 10                  | NFTAV_R                         |
| 1801330         | Army: Leadership Education and Training 4               | 11                  | ACT Combo                       |
| 1801330         | Army: Leadership Education and Training 4               | 12                  | ACT Combo                       |
| 1802300         | Naval Science 1                                         | 9                   | NFTAV_R                         |
| 1802300         | Naval Science 1                                         | 10                  | NFTAV_R                         |
| 1802300         | Naval Science 1                                         | 11                  | ACT Combo                       |
| 1802300         | Naval Science 1                                         | 12                  | ACT Combo                       |
| 1802310         | Naval Science 2                                         | 9                   | NFTAV_R                         |
| 1802310         | Naval Science 2                                         | 10                  | NFTAV_R                         |
| 1802310         | Naval Science 2                                         | 11                  | ACT Combo                       |
| 1802310         | Naval Science 2                                         | 12                  | ACT Combo                       |
| 1802320         | Naval Science 3                                         | 10                  | NFTAV_R                         |
| 1802320         | Naval Science 3                                         | 11                  | ACT Combo                       |
| 1802320         | Naval Science 3                                         | 12                  | ACT Combo                       |
| 1802330         | Naval Science 4                                         | 11                  | ACT Combo                       |
| 1802330         | Naval Science 4                                         | 12                  | ACT Combo                       |
| 1803300         | Marine Corps: Leadership Education 1                    | 9                   | NFTAV_R                         |
| 1803300         | Marine Corps: Leadership Education 1                    | 10                  | NFTAV_R                         |
| 1803300         | Marine Corps: Leadership Education 1                    | 11                  | ACT Combo                       |
| 1803300         | Marine Corps: Leadership Education 1                    | 12                  | ACT Combo                       |
| 1803310         | Marine Corps: Leadership Education 2                    | 9                   | NFTAV_R                         |
| 1803310         | Marine Corps: Leadership Education 2                    | 10                  | NFTAV_R                         |
| 1803310         | Marine Corps: Leadership Education 2                    | 11                  | ACT Combo                       |

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|-----------------|-----------------------------------------------------------|---------------------|---------------------------------|
| 1803310         | Marine Corps: Leadership Education 2                      | 12                  | ACT Combo                       |
| 1803320         | Marine Corps: Leadership Education 3                      | 10                  | NFTAV_R                         |
| 1803320         | Marine Corps: Leadership Education 3                      | 11                  | ACT Combo                       |
| 1803320         | Marine Corps: Leadership Education 3                      | 12                  | ACT Combo                       |
| 1803330         | Marine Corps: Leadership Education 4                      | 11                  | ACT Combo                       |
| 1803330         | Marine Corps: Leadership Education 4                      | 12                  | ACT Combo                       |
| 1900300         | Driver Education/Traffic Safety-Classroom                 | 8                   | NFTAV_R-M                       |
| 1900300         | Driver Education/Traffic Safety-Classroom                 | 9                   | NFTAV_R                         |
| 1900300         | Driver Education/Traffic Safety-Classroom                 | 10                  | NFTAV_R                         |
| 1900300         | Driver Education/Traffic Safety-Classroom                 | 11                  | ACT Combo                       |
| 1900300         | Driver Education/Traffic Safety-Classroom                 | 12                  | ACT Combo                       |
| 1900310         | Driver Education/Traffic Safety-Classroom and Laboratory  | 8                   | NFTAV_R-M                       |
| 1900310         | Driver Education/Traffic Safety- Classroom and Laboratory | 9                   | NFTAV_R                         |
| 1900310         | Driver Education/Traffic Safety- Classroom and Laboratory | 10                  | NFTAV_R                         |
| 1900310         | Driver Education/Traffic Safety- Classroom and Laboratory | 11                  | ACT Combo                       |
| 1900310         | Driver Education/Traffic Safety- Classroom and Laboratory | 12                  | ACT Combo                       |
| 2000310         | Biology 1                                                 | 8                   | EOC Biology                     |
| 2000310         | Biology 1                                                 | 8                   | FCAT Sci 8                      |
| 2000310         | Biology 1                                                 | 8                   | NFTAV_R-M                       |
| 2000310         | Biology 1                                                 | 9                   | EOC Biology                     |
| 2000310         | Biology 1                                                 | 10                  | EOC Biology                     |
| 2000310         | Biology 1                                                 | 11                  | EOC Biology                     |
| 2000310         | Biology 1                                                 | 12                  | EOC Biology                     |
| 2000320         | Biology 1 Honors                                          | 8                   | EOC Biology                     |
| 2000320         | Biology 1 Honors                                          | 8                   | FCAT Sci 8                      |
| 2000320         | Biology 1 Honors                                          | 8                   | NFTAV_R-M                       |
| 2000320         | Biology 1 Honors                                          | 9                   | EOC Biology                     |
| 2000320         | Biology 1 Honors                                          | 10                  | EOC Biology                     |
| 2000320         | Biology 1 Honors                                          | 11                  | EOC Biology                     |
| 2000320         | Biology 1 Honors                                          | 12                  | EOC Biology                     |
| 2000321         | AICE Biology 1 AS Level                                   | 9                   | NFTAV_R                         |
| 2000321         | AICE Biology 1 AS Level                                   | 10                  | NFTAV_R                         |
| 2000321         | AICE Biology 1 AS Level                                   | 11                  | EOC Biology                     |
| 2000321         | AICE Biology 1 AS Level                                   | 12                  | EOC Biology                     |
| 2000322         | Pre-AICE Biology IGCSE Level                              | 9                   | EOC Biology                     |
| 2000322         | Pre-AICE Biology IGCSE Level                              | 10                  | EOC Biology                     |
| 2000322         | Pre-AICE Biology IGCSE Level                              | 11                  | EOC Biology                     |
| 2000322         | Pre-AICE Biology IGCSE Level                              | 11                  | ACT Science                     |
| 2000323         | AICE Biology 2 A Level                                    | 10                  | NFTAV_R                         |
| 2000330         | Biology 2 Honors                                          | 9                   | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                  | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------|---------------------|---------------------------------|
| 2000330         | Biology 2 Honors                                    | 10                  | NFTAV_R                         |
| 2000330         | Biology 2 Honors                                    | 11                  | ACT Science                     |
| 2000330         | Biology 2 Honors                                    | 12                  | ACT Science                     |
| 2000340         | Advanced Placement Biology                          | 9                   | NFTAV_R                         |
| 2000340         | Advanced Placement Biology                          | 10                  | NFTAV_R                         |
| 2000340         | Advanced Placement Biology                          | 11                  | ACT Science                     |
| 2000340         | Advanced Placement Biology                          | 12                  | ACT Science                     |
| 2000350         | Anatomy and Physiology                              | 9                   | NFTAV_R                         |
| 2000350         | Anatomy and Physiology                              | 10                  | NFTAV_R                         |
| 2000350         | Anatomy and Physiology                              | 11                  | ACT Science                     |
| 2000350         | Anatomy and Physiology                              | 12                  | ACT Science                     |
| 2000360         | Anatomy and Physiology Honors                       | 9                   | NFTAV_R                         |
| 2000360         | Anatomy and Physiology Honors                       | 10                  | NFTAV_R                         |
| 2000360         | Anatomy and Physiology Honors                       | 11                  | ACT Science                     |
| 2000360         | Anatomy and Physiology Honors                       | 12                  | ACT Science                     |
| 2000380         | Ecology                                             | 10                  | NFTAV_R                         |
| 2000380         | Ecology                                             | 11                  | ACT Science                     |
| 2000380         | Ecology                                             | 12                  | ACT Science                     |
| 2000410         | Zoology                                             | 9                   | NFTAV_R                         |
| 2000410         | Zoology                                             | 10                  | NFTAV_R                         |
| 2000410         | Zoology                                             | 11                  | ACT Science                     |
| 2000410         | Zoology                                             | 12                  | ACT Science                     |
| 2000500         | Bioscience 1 Honors                                 | 10                  | NFTAV_R                         |
| 2000500         | Bioscience 1 Honors                                 | 11                  | ACT Science                     |
| 2000500         | Bioscience 1 Honors                                 | 12                  | ACT Science                     |
| 2000510         | Bioscience 2 Honors                                 | 11                  | ACT Read                        |
| 2000800         | Florida's Pre-International Baccalaureate Biology 1 | 9                   | EOC Biology                     |
| 2000805         | International Baccalaureate Biology 1               | 11                  | ACT Science                     |
| 2000810         | International Baccalaureate Biology 2               | 11                  | ACT Science                     |
| 2000810         | International Baccalaureate Biology 2               | 12                  | ACT Science                     |
| 2000820         | International Baccalaureate Biology 3               | 12                  | ACT Science                     |
| 2000850         | International Baccalaureate Mid Years Prog Biology  | 9                   | EOC Biology                     |
| 2001310         | Earth/Space Science                                 | 7                   | NFTAV_R-M                       |
| 2001310         | Earth/Space Science                                 | 9                   | NFTAV_R                         |
| 2001310         | Earth/Space Science                                 | 10                  | NFTAV_R                         |
| 2001310         | Earth/Space Science                                 | 11                  | ACT Science                     |
| 2001310         | Earth/Space Science                                 | 12                  | ACT Science                     |
| 2001320         | Earth/Space Science Honors                          | 11                  | ACT Read                        |
| 2001340         | Environmental Science                               | 9                   | NFTAV_R                         |
| 2001340         | Environmental Science                               | 10                  | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                              | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------------------|---------------------|---------------------------------|
| 2001340         | Environmental Science                                           | 11                  | ACT Science                     |
| 2001340         | Environmental Science                                           | 12                  | ACT Science                     |
| 2001375         | International Baccalaureate Environmental Systems & Societies 2 | 11                  | ACT Read                        |
| 2001380         | Advanced Placement Environmental Science                        | 10                  | NFTAV_R                         |
| 2001380         | Advanced Placement Environmental Science                        | 11                  | ACT Science                     |
| 2001380         | Advanced Placement Environmental Science                        | 12                  | ACT Science                     |
| 2001381         | AICE Environmental Management AS Level                          | 10                  | NFTAV_R                         |
| 2001381         | AICE Environmental Management AS Level                          | 11                  | ACT Science                     |
| 2001381         | AICE Environmental Management AS Level                          | 12                  | ACT Science                     |
| 2002040         | M/J Comprehensive Science 1                                     | 4                   | NFTAV_R-M                       |
| 2002040         | M/J Comprehensive Science 1                                     | 5                   | NFTAV_R-M                       |
| 2002040         | M/J Comprehensive Science 1                                     | 6                   | NFTAV_R-M                       |
| 2002050         | M/J Comprehensive Science 1, Advanced                           | 6                   | NFTAV_R-M                       |
| 2002070         | M/J Comprehensive Science 2                                     | 6                   | NFTAV_R-M                       |
| 2002070         | M/J Comprehensive Science 2                                     | 7                   | NFTAV_R-M                       |
| 2002070         | M/J Comprehensive Science 2                                     | 8                   | NFTAV_R-M                       |
| 2002070         | M/J Comprehensive Science 2                                     | 8                   | FCAT Sci 8                      |
| 2002080         | M/J Comprehensive Science 2, Advanced                           | 6                   | NFTAV_R-M                       |
| 2002080         | M/J Comprehensive Science 2, Advanced                           | 7                   | NFTAV_R-M                       |
| 2002080         | M/J Comprehensive Science 2, Advanced                           | 8                   | NFTAV_R-M                       |
| 2002080         | M/J Comprehensive Science 2, Advanced                           | 8                   | FCAT Sci 8                      |
| 2002085         | M/J Comprehensive Science 2 Accelerated Honors                  | 7                   | NFTAV_R-M                       |
| 2002090         | M/J International Baccalaureate MYP Comprehensive Science 2     | 7                   | NFTAV_R-M                       |
| 2002100         | M/J Comprehensive Science 3                                     | 7                   | NFTAV_R-M                       |
| 2002100         | M/J Comprehensive Science 3                                     | 8                   | NFTAV_R-M                       |
| 2002100         | M/J Comprehensive Science 3                                     | 8                   | FCAT Sci 8                      |
| 2002100         | M/J Comprehensive Science 3                                     | 9                   | NFTAV_R                         |
| 2002110         | M/J Comprehensive Science 3, Advanced                           | 7                   | NFTAV_R-M                       |
| 2002110         | M/J Comprehensive Science 3, Advanced                           | 8                   | NFTAV_R-M                       |
| 2002110         | M/J Comprehensive Science 3, Advanced                           | 8                   | FCAT Sci 8                      |
| 2002110         | M/J Comprehensive Science 3, Advanced                           | 9                   | NFTAV_R                         |
| 2002120         | M/J International Baccalaureate MYP Comprehensive Science 3     | 8                   | NFTAV_R-M                       |
| 2002120         | M/J International Baccalaureate MYP Comprehensive Science 3     | 8                   | FCAT Sci 8                      |
| 2002200         | M/J STEM Environmental Science                                  | 7                   | NFTAV_R-M                       |
| 2002340         | Experimental Science 1 Honors                                   | 9                   | NFTAV_R                         |
| 2002340         | Experimental Science 1 Honors                                   | 10                  | NFTAV_R                         |
| 2002340         | Experimental Science 1 Honors                                   | 11                  | ACT Science                     |
| 2002340         | Experimental Science 1 Honors                                   | 12                  | ACT Science                     |
| 2002350         | Experimental Science 2 Honors                                   | 9                   | NFTAV_R                         |
| 2002350         | Experimental Science 2 Honors                                   | 10                  | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>            | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------------|---------------------|---------------------------------|
| 2002350         | Experimental Science 2 Honors | 11                  | ACT Science                     |
| 2002350         | Experimental Science 2 Honors | 12                  | ACT Science                     |
| 2002360         | Experimental Science 3 Honors | 9                   | NFTAV_R                         |
| 2002360         | Experimental Science 3 Honors | 11                  | ACT Science                     |
| 2002360         | Experimental Science 3 Honors | 12                  | ACT Science                     |
| 2002370         | Experimental Science 4 Honors | 12                  | ACT Science                     |
| 2002400         | Integrated Science 1          | 7                   | NFTAV_R-M                       |
| 2002400         | Integrated Science 1          | 9                   | NFTAV_R                         |
| 2002400         | Integrated Science 1          | 10                  | NFTAV_R                         |
| 2002400         | Integrated Science 1          | 11                  | ACT Science                     |
| 2002400         | Integrated Science 1          | 12                  | ACT Science                     |
| 2002410         | Integrated Science 1 Honors   | 9                   | NFTAV_R                         |
| 2002410         | Integrated Science 1 Honors   | 10                  | NFTAV_R                         |
| 2002410         | Integrated Science 1 Honors   | 11                  | ACT Science                     |
| 2002410         | Integrated Science 1 Honors   | 12                  | ACT Science                     |
| 2002420         | Integrated Science 2          | 9                   | NFTAV_R                         |
| 2002420         | Integrated Science 2          | 10                  | NFTAV_R                         |
| 2002420         | Integrated Science 2          | 11                  | ACT Science                     |
| 2002420         | Integrated Science 2          | 12                  | ACT Science                     |
| 2002430         | Integrated Science 2 Honors   | 9                   | NFTAV_R                         |
| 2002430         | Integrated Science 2 Honors   | 10                  | NFTAV_R                         |
| 2002430         | Integrated Science 2 Honors   | 11                  | ACT Science                     |
| 2002430         | Integrated Science 2 Honors   | 12                  | ACT Science                     |
| 2002440         | Integrated Science 3          | 9                   | EOC Biology                     |
| 2002440         | Integrated Science 3          | 10                  | EOC Biology                     |
| 2002440         | Integrated Science 3          | 11                  | EOC Biology                     |
| 2002440         | Integrated Science 3          | 12                  | EOC Biology                     |
| 2002450         | Integrated Science 3 Honors   | 10                  | EOC Biology                     |
| 2002450         | Integrated Science 3 Honors   | 11                  | EOC Biology                     |
| 2002450         | Integrated Science 3 Honors   | 12                  | EOC Biology                     |
| 2002480         | Forensic Sciences 1           | 8                   | NFTAV_R-M                       |
| 2002480         | Forensic Sciences 1           | 8                   | FCAT Sci 8                      |
| 2002480         | Forensic Sciences 1           | 9                   | NFTAV_R                         |
| 2002480         | Forensic Sciences 1           | 10                  | NFTAV_R                         |
| 2002480         | Forensic Sciences 1           | 11                  | ACT Science                     |
| 2002480         | Forensic Sciences 1           | 12                  | ACT Science                     |
| 2002490         | Forensic Sciences 2           | 8                   | NFTAV_R-M                       |
| 2002490         | Forensic Sciences 2           | 8                   | FCAT Sci 8                      |
| 2002490         | Forensic Sciences 2           | 11                  | ACT Science                     |
| 2002490         | Forensic Sciences 2           | 12                  | ACT Science                     |

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| <b>Course #</b> | <b>Course Name</b>             | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|--------------------------------|---------------------|---------------------------------|
| 2002500         | Marine Science 1               | 9                   | NFTAV_R                         |
| 2002500         | Marine Science 1               | 10                  | NFTAV_R                         |
| 2002500         | Marine Science 1               | 11                  | ACT Science                     |
| 2002500         | Marine Science 1               | 12                  | ACT Science                     |
| 2002510         | Marine Science 1 Honors        | 9                   | NFTAV_R                         |
| 2002510         | Marine Science 1 Honors        | 10                  | NFTAV_R                         |
| 2002510         | Marine Science 1 Honors        | 11                  | ACT Science                     |
| 2002510         | Marine Science 1 Honors        | 12                  | ACT Science                     |
| 2002515         | AICE Marine Science 1 AS Level | 10                  | NFTAV_R                         |
| 2002515         | AICE Marine Science 1 AS Level | 11                  | ACT Science                     |
| 2002515         | AICE Marine Science 1 AS Level | 12                  | ACT Science                     |
| 2002530         | Marine Science 2 Honors        | 11                  | ACT Science                     |
| 2002530         | Marine Science 2 Honors        | 12                  | ACT Science                     |
| 2002535         | AICE Marine Science 2 A Level  | 10                  | NFTAV_R                         |
| 2003310         | Physical Science               | 9                   | NFTAV_R                         |
| 2003310         | Physical Science               | 10                  | NFTAV_R                         |
| 2003310         | Physical Science               | 11                  | ACT Science                     |
| 2003310         | Physical Science               | 12                  | ACT Science                     |
| 2003340         | Chemistry 1                    | 7                   | NFTAV_R-M                       |
| 2003340         | Chemistry 1                    | 9                   | NFTAV_R                         |
| 2003340         | Chemistry 1                    | 10                  | NFTAV_R                         |
| 2003340         | Chemistry 1                    | 11                  | ACT Science                     |
| 2003340         | Chemistry 1                    | 12                  | ACT Science                     |
| 2003350         | Chemistry 1 Honors             | 9                   | NFTAV_R                         |
| 2003350         | Chemistry 1 Honors             | 10                  | NFTAV_R                         |
| 2003350         | Chemistry 1 Honors             | 11                  | ACT Science                     |
| 2003350         | Chemistry 1 Honors             | 12                  | ACT Science                     |
| 2003360         | Chemistry 2 Honors             | 10                  | NFTAV_R                         |
| 2003360         | Chemistry 2 Honors             | 11                  | ACT Science                     |
| 2003360         | Chemistry 2 Honors             | 12                  | ACT Science                     |
| 2003370         | Advanced Placement Chemistry   | 10                  | NFTAV_R                         |
| 2003370         | Advanced Placement Chemistry   | 11                  | ACT Science                     |
| 2003370         | Advanced Placement Chemistry   | 12                  | ACT Science                     |
| 2003371         | AICE Chemistry 1 AS Level      | 10                  | NFTAV_R                         |
| 2003371         | AICE Chemistry 1 AS Level      | 11                  | ACT Science                     |
| 2003371         | AICE Chemistry 1 AS Level      | 12                  | ACT Science                     |
| 2003372         | Pre-AICE Chemistry IGCSE Level | 10                  | NFTAV_R                         |
| 2003372         | Pre-AICE Chemistry IGCSE Level | 11                  | ACT Science                     |
| 2003372         | Pre-AICE Chemistry IGCSE Level | 12                  | ACT Math                        |
| 2003373         | AICE Chemistry 2 A Level       | 12                  | ACT Math                        |

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| <b>Course #</b> | <b>Course Name</b>                                        | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------------|---------------------|---------------------------------|
| 2003380         | Physics 1                                                 | 9                   | NFTAV_R                         |
| 2003380         | Physics 1                                                 | 10                  | NFTAV_R                         |
| 2003380         | Physics 1                                                 | 11                  | ACT Science                     |
| 2003380         | Physics 1                                                 | 12                  | ACT Science                     |
| 2003390         | Physics 1 Honors                                          | 10                  | NFTAV_R                         |
| 2003390         | Physics 1 Honors                                          | 11                  | ACT Science                     |
| 2003390         | Physics 1 Honors                                          | 12                  | ACT Science                     |
| 2003410         | Physics 2 Honors                                          | 12                  | ACT Math                        |
| 2003421         | Advanced Placement Physics 1                              | 9                   | NFTAV_R                         |
| 2003421         | Advanced Placement Physics 1                              | 10                  | NFTAV_R                         |
| 2003421         | Advanced Placement Physics 1                              | 11                  | ACT Science                     |
| 2003421         | Advanced Placement Physics 1                              | 12                  | ACT Science                     |
| 2003422         | Advanced Placement Physics 2                              | 11                  | ACT Science                     |
| 2003422         | Advanced Placement Physics 2                              | 12                  | ACT Science                     |
| 2003425         | Advanced Placement Physics C: Electricity and Magnetism   | 12                  | ACT Science                     |
| 2003430         | Advanced Placement Physics C: Mechanics                   | 10                  | NFTAV_R                         |
| 2003430         | Advanced Placement Physics C: Mechanics                   | 11                  | ACT Science                     |
| 2003430         | Advanced Placement Physics C: Mechanics                   | 12                  | ACT Science                     |
| 2003431         | AICE Physics 1 AS Level                                   | 11                  | ACT Science                     |
| 2003431         | AICE Physics 1 AS Level                                   | 12                  | ACT Science                     |
| 2003432         | Pre-AICE Physics IGCSE Level                              | 9                   | NFTAV_R                         |
| 2003432         | Pre-AICE Physics IGCSE Level                              | 10                  | NFTAV_R                         |
| 2003432         | Pre-AICE Physics IGCSE Level                              | 11                  | ACT Science                     |
| 2003432         | Pre-AICE Physics IGCSE Level                              | 12                  | ACT Science                     |
| 2003800         | Florida's Pre-International Baccalaureate Chemistry 1     | 10                  | NFTAV_R                         |
| 2003805         | International Baccalaureate Chemistry 1                   | 10                  | NFTAV_R                         |
| 2003810         | International Baccalaureate Chemistry 2                   | 11                  | ACT Science                     |
| 2003810         | International Baccalaureate Chemistry 2                   | 12                  | ACT Science                     |
| 2003820         | International Baccalaureate Chemistry 3                   | 12                  | ACT Science                     |
| 2003830         | International Baccalaureate Mid Years Prog Chemistry      | 10                  | NFTAV_R                         |
| 2020910         | Astronomy Solar/Galactic Honors                           | 10                  | NFTAV_R                         |
| 2100010         | M/J United States History                                 | 7                   | NFTAV_R                         |
| 2100010         | M/J United States History                                 | 8                   | NFTAV_R                         |
| 2100010         | M/J United States History                                 | 9                   | NFTAV_R                         |
| 2100020         | M/J United States History Advanced                        | 7                   | NFTAV_R                         |
| 2100020         | M/J United States History Advanced                        | 8                   | NFTAV_R                         |
| 2100020         | M/J United States History Advanced                        | 9                   | NFTAV_R                         |
| 2100040         | M/J International Baccalaureate MYP United States History | 8                   | NFTAV_R                         |
| 2100310         | United States History                                     | 7                   | NFTAV_R                         |
| 2100310         | United States History                                     | 9                   | EOC USHistory                   |

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| <b>Course #</b> | <b>Course Name</b>                       | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------|---------------------|---------------------------------|
| 2100310         | United States History                    | 10                  | EOC USHistory                   |
| 2100310         | United States History                    | 11                  | EOC USHistory                   |
| 2100310         | United States History                    | 12                  | EOC USHistory                   |
| 2100320         | United States History Honors             | 9                   | EOC USHistory                   |
| 2100320         | United States History Honors             | 10                  | EOC USHistory                   |
| 2100320         | United States History Honors             | 11                  | EOC USHistory                   |
| 2100320         | United States History Honors             | 12                  | EOC USHistory                   |
| 2100330         | Advanced Placement United States History | 9                   | NFTAV_R                         |
| 2100330         | Advanced Placement United States History | 10                  | NFTAV_R                         |
| 2100330         | Advanced Placement United States History | 11                  | ACT Read                        |
| 2100330         | Advanced Placement United States History | 12                  | ACT Read                        |
| 2100335         | African-American History                 | 7                   | NFTAV_R                         |
| 2100340         | African-American History                 | 10                  | NFTAV_R                         |
| 2100350         | Florida History                          | 10                  | NFTAV_R                         |
| 2100350         | Florida History                          | 11                  | ACT Read                        |
| 2100350         | Florida History                          | 12                  | ACT Read                        |
| 2100400         | The History of The Vietnam War           | 9                   | NFTAV_R                         |
| 2100400         | The History of The Vietnam War           | 10                  | NFTAV_R                         |
| 2100400         | The History of The Vietnam War           | 11                  | ACT Read                        |
| 2100400         | The History of The Vietnam War           | 12                  | ACT Read                        |
| 2100460         | Eastern and Western Heritage Honors      | 9                   | NFTAV_R                         |
| 2100500         | AICE United States History 1 AS Level    | 10                  | NFTAV_R                         |
| 2100500         | AICE United States History 1 AS Level    | 11                  | ACT Read                        |
| 2100500         | AICE United States History 1 AS Level    | 12                  | ACT Read                        |
| 2101300         | Anthropology                             | 8                   | NFTAV_R                         |
| 2101300         | Anthropology                             | 9                   | NFTAV_R                         |
| 2101300         | Anthropology                             | 10                  | NFTAV_R                         |
| 2101300         | Anthropology                             | 11                  | ACT Read                        |
| 2101300         | Anthropology                             | 12                  | ACT Read                        |
| 2102324         | AICE Business Studies 1 AS Level         | 11                  | ACT Read                        |
| 2102324         | AICE Business Studies 1 AS Level         | 12                  | ACT Read                        |
| 2102335         | Economics with Financial Literacy        | 9                   | NFTAV_R                         |
| 2102335         | Economics with Financial Literacy        | 10                  | NFTAV_R                         |
| 2102335         | Economics with Financial Literacy        | 11                  | ACT Read                        |
| 2102335         | Economics with Financial Literacy        | 12                  | ACT Read                        |
| 2102345         | Economics with Financial Literacy Honors | 9                   | NFTAV_R                         |
| 2102345         | Economics with Financial Literacy Honors | 10                  | NFTAV_R                         |
| 2102345         | Economics with Financial Literacy Honors | 11                  | ACT Read                        |
| 2102345         | Economics with Financial Literacy Honors | 12                  | ACT Read                        |
| 2102360         | Advanced Placement Microeconomics        | 10                  | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                 | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------|---------------------|---------------------------------|
| 2102360         | Advanced Placement Microeconomics                  | 11                  | ACT Read                        |
| 2102360         | Advanced Placement Microeconomics                  | 12                  | ACT Read                        |
| 2102370         | Advanced Placement Macroeconomics                  | 10                  | NFTAV_R                         |
| 2102370         | Advanced Placement Macroeconomics                  | 11                  | ACT Read                        |
| 2102370         | Advanced Placement Macroeconomics                  | 12                  | ACT Read                        |
| 2102410         | AICE Travel & Tourism 1 AS Level                   | 11                  | ACT Read                        |
| 2102410         | AICE Travel & Tourism 1 AS Level                   | 12                  | ACT Read                        |
| 2103300         | World Cultural Geography                           | 7                   | NFTAV_R                         |
| 2103300         | World Cultural Geography                           | 9                   | NFTAV_R                         |
| 2103300         | World Cultural Geography                           | 10                  | NFTAV_R                         |
| 2103300         | World Cultural Geography                           | 11                  | ACT Read                        |
| 2103300         | World Cultural Geography                           | 12                  | ACT Read                        |
| 2103400         | Advanced Placement Human Geography                 | 9                   | NFTAV_R                         |
| 2103400         | Advanced Placement Human Geography                 | 10                  | NFTAV_R                         |
| 2103400         | Advanced Placement Human Geography                 | 11                  | ACT Read                        |
| 2103400         | Advanced Placement Human Geography                 | 12                  | ACT Read                        |
| 2104010         | M/J Engaged Citizenship through Service Learning 1 | 6                   | NFTAV_R-M                       |
| 2104010         | M/J Engaged Citizenship through Service Learning 1 | 7                   | NFTAV_R                         |
| 2104010         | M/J Engaged Citizenship through Service Learning 1 | 8                   | NFTAV_R                         |
| 2104020         | M/J Engaged Citizenship through Service Learning 2 | 7                   | NFTAV_R                         |
| 2104020         | M/J Engaged Citizenship through Service Learning 2 | 8                   | NFTAV_R                         |
| 2104320         | Global Studies                                     | 9                   | NFTAV_R                         |
| 2104320         | Global Studies                                     | 10                  | NFTAV_R                         |
| 2104320         | Global Studies                                     | 11                  | ACT Read                        |
| 2104320         | Global Studies                                     | 12                  | ACT Read                        |
| 2104330         | Voluntary School/Community Service                 | 9                   | NFTAV_R                         |
| 2104330         | Voluntary School/Community Service                 | 12                  | ACT Read                        |
| 2104350         | Engaged Citizenship through Service -Learning, 1   | 9                   | NFTAV_R                         |
| 2104350         | Engaged Citizenship through Service -Learning, 1   | 10                  | NFTAV_R                         |
| 2104350         | Engaged Citizenship through Service -Learning, 1   | 11                  | ACT Read                        |
| 2104350         | Engaged Citizenship through Service -Learning, 1   | 12                  | ACT Read                        |
| 2104360         | Engaged Citizenship through Service -Learning, 2   | 11                  | ACT Read                        |
| 2104360         | Engaged Citizenship through Service -Learning, 2   | 12                  | ACT Read                        |
| 2104600         | Multicultural Studies                              | 11                  | ACT Combo                       |
| 2104600         | Multicultural Studies                              | 12                  | ACT Read                        |
| 2105310         | World Religions                                    | 8                   | NFTAV_R                         |
| 2105310         | World Religions                                    | 9                   | NFTAV_R                         |
| 2106010         | M/J Civics                                         | 6                   | EOC Civics                      |
| 2106010         | M/J Civics                                         | 6                   | NFTAV_R                         |
| 2106010         | M/J Civics                                         | 7                   | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                                   | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------------------------|---------------------|---------------------------------|
| 2106010         | M/J Civics                                                           | 7                   | EOC Civics                      |
| 2106010         | M/J Civics                                                           | 8                   | NFTAV_R                         |
| 2106010         | M/J Civics                                                           | 8                   | EOC Civics                      |
| 2106016         | M/J Civics & Career Planning                                         | 6                   | EOC Civics                      |
| 2106016         | M/J Civics & Career Planning                                         | 6                   | NFTAV_R                         |
| 2106016         | M/J Civics & Career Planning                                         | 7                   | NFTAV_R                         |
| 2106016         | M/J Civics & Career Planning                                         | 7                   | EOC Civics                      |
| 2106020         | M/J Civics, Advanced                                                 | 7                   | NFTAV_R                         |
| 2106020         | M/J Civics, Advanced                                                 | 7                   | EOC Civics                      |
| 2106020         | M/J Civics, Advanced                                                 | 8                   | NFTAV_R                         |
| 2106020         | M/J Civics, Advanced                                                 | 8                   | EOC Civics                      |
| 2106026         | M/J Civics, Advanced & Career Planning                               | 7                   | NFTAV_R                         |
| 2106026         | M/J Civics, Advanced & Career Planning                               | 7                   | EOC Civics                      |
| 2106027         | M/J International Baccalaureate Middle Years Program Civics Advanced | 7                   | NFTAV_R                         |
| 2106027         | M/J International Baccalaureate Middle Years Program Civics Advanced | 7                   | EOC Civics                      |
| 2106030         | M/J Law Studies                                                      | 7                   | NFTAV_R                         |
| 2106030         | M/J Law Studies                                                      | 8                   | NFTAV_R                         |
| 2106310         | United States Government                                             | 9                   | NFTAV_R                         |
| 2106310         | United States Government                                             | 10                  | NFTAV_R                         |
| 2106310         | United States Government                                             | 11                  | ACT Read                        |
| 2106310         | United States Government                                             | 12                  | ACT Read                        |
| 2106320         | United States Government Honors                                      | 9                   | NFTAV_R                         |
| 2106320         | United States Government Honors                                      | 10                  | NFTAV_R                         |
| 2106320         | United States Government Honors                                      | 11                  | ACT Read                        |
| 2106320         | United States Government Honors                                      | 12                  | ACT Read                        |
| 2106340         | Political Science                                                    | 11                  | ACT Read                        |
| 2106340         | Political Science                                                    | 12                  | ACT Read                        |
| 2106350         | Law Studies                                                          | 7                   | NFTAV_R                         |
| 2106350         | Law Studies                                                          | 9                   | NFTAV_R                         |
| 2106350         | Law Studies                                                          | 10                  | NFTAV_R                         |
| 2106350         | Law Studies                                                          | 11                  | ACT Read                        |
| 2106350         | Law Studies                                                          | 12                  | ACT Read                        |
| 2106360         | Comparative Political Systems                                        | 10                  | NFTAV_R                         |
| 2106360         | Comparative Political Systems                                        | 11                  | ACT Read                        |
| 2106360         | Comparative Political Systems                                        | 12                  | ACT Read                        |
| 2106380         | Legal Systems and Concepts                                           | 9                   | NFTAV_R                         |
| 2106380         | Legal Systems and Concepts                                           | 10                  | NFTAV_R                         |
| 2106380         | Legal Systems and Concepts                                           | 11                  | ACT Read                        |
| 2106380         | Legal Systems and Concepts                                           | 12                  | ACT Read                        |
| 2106390         | Court Procedures                                                     | 9                   | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                                       | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------------|---------------------|---------------------------------|
| 2106390         | Court Procedures                                         | 10                  | NFTAV_R                         |
| 2106390         | Court Procedures                                         | 11                  | ACT Read                        |
| 2106390         | Court Procedures                                         | 12                  | ACT Read                        |
| 2106420         | Advanced Placement United States Government and Politics | 10                  | NFTAV_R                         |
| 2106420         | Advanced Placement United States Government and Politics | 11                  | ACT Read                        |
| 2106420         | Advanced Placement United States Government and Politics | 12                  | ACT Read                        |
| 2106430         | Advanced Placement Comparative Government and Politics   | 11                  | ACT Read                        |
| 2106430         | Advanced Placement Comparative Government and Politics   | 12                  | ACT Read                        |
| 2106460         | The American Political System: Process and Power Honors  | 10                  | NFTAV_R                         |
| 2106460         | The American Political System: Process and Power Honors  | 11                  | ACT Read                        |
| 2106460         | The American Political System: Process and Power Honors  | 12                  | ACT Read                        |
| 2107300         | Psychology 1                                             | 8                   | NFTAV_R                         |
| 2107300         | Psychology 1                                             | 9                   | NFTAV_R                         |
| 2107300         | Psychology 1                                             | 10                  | NFTAV_R                         |
| 2107300         | Psychology 1                                             | 11                  | ACT Read                        |
| 2107300         | Psychology 1                                             | 12                  | ACT Read                        |
| 2107310         | Psychology 2                                             | 9                   | NFTAV_R                         |
| 2107310         | Psychology 2                                             | 10                  | NFTAV_R                         |
| 2107310         | Psychology 2                                             | 11                  | ACT Read                        |
| 2107310         | Psychology 2                                             | 12                  | ACT Read                        |
| 2107350         | Advanced Placement Psychology                            | 9                   | NFTAV_R                         |
| 2107350         | Advanced Placement Psychology                            | 10                  | NFTAV_R                         |
| 2107350         | Advanced Placement Psychology                            | 11                  | ACT Read                        |
| 2107350         | Advanced Placement Psychology                            | 12                  | ACT Read                        |
| 2107360         | AICE Psychology 1 AS Level                               | 10                  | NFTAV_R                         |
| 2107360         | AICE Psychology 1 AS Level                               | 11                  | ACT Read                        |
| 2107360         | AICE Psychology 1 AS Level                               | 12                  | ACT Read                        |
| 2107800         | International Baccalaureate Psychology 1                 | 11                  | ACT Read                        |
| 2107800         | International Baccalaureate Psychology 1                 | 12                  | ACT Read                        |
| 2107810         | International Baccalaureate Psychology 2                 | 11                  | ACT Read                        |
| 2107810         | International Baccalaureate Psychology 2                 | 12                  | ACT Read                        |
| 2107820         | International Baccalaureate Psychology 3                 | 12                  | ACT Read                        |
| 2108300         | Sociology                                                | 8                   | NFTAV_R                         |
| 2108300         | Sociology                                                | 9                   | NFTAV_R                         |
| 2108300         | Sociology                                                | 10                  | NFTAV_R                         |
| 2108300         | Sociology                                                | 11                  | ACT Read                        |
| 2108300         | Sociology                                                | 12                  | ACT Read                        |
| 2108310         | AICE Sociology 1 AS Level                                | 10                  | NFTAV_R                         |
| 2108310         | AICE Sociology 1 AS Level                                | 11                  | ACT Read                        |
| 2108310         | AICE Sociology 1 AS Level                                | 12                  | ACT Read                        |

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| <b>Course #</b> | <b>Course Name</b>                                 | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------------------|---------------------|---------------------------------|
| 2109010         | M/J World History                                  | 4                   | NFTAV_R                         |
| 2109010         | M/J World History                                  | 6                   | NFTAV_R                         |
| 2109020         | M/J World History, Advanced                        | 6                   | NFTAV_R                         |
| 2109310         | World History                                      | 7                   | NFTAV_R                         |
| 2109310         | World History                                      | 8                   | NFTAV_R                         |
| 2109310         | World History                                      | 9                   | NFTAV_R                         |
| 2109310         | World History                                      | 10                  | NFTAV_R                         |
| 2109310         | World History                                      | 11                  | ACT Read                        |
| 2109310         | World History                                      | 12                  | ACT Read                        |
| 2109320         | World History Honors                               | 8                   | NFTAV_R                         |
| 2109320         | World History Honors                               | 9                   | NFTAV_R                         |
| 2109320         | World History Honors                               | 10                  | NFTAV_R                         |
| 2109320         | World History Honors                               | 11                  | ACT Read                        |
| 2109320         | World History Honors                               | 12                  | ACT Read                        |
| 2109321         | Pre-AICE World History IGCSE Level                 | 9                   | NFTAV_R                         |
| 2109321         | Pre-AICE World History IGCSE Level                 | 10                  | NFTAV_R                         |
| 2109321         | Pre-AICE World History IGCSE Level                 | 11                  | ACT Combo                       |
| 2109350         | Contemporary History                               | 9                   | NFTAV_R                         |
| 2109350         | Contemporary History                               | 10                  | NFTAV_R                         |
| 2109350         | Contemporary History                               | 11                  | ACT Read                        |
| 2109350         | Contemporary History                               | 12                  | ACT Read                        |
| 2109371         | AICE European History 1 AS Level                   | 10                  | NFTAV_R                         |
| 2109371         | AICE European History 1 AS Level                   | 11                  | ACT Read                        |
| 2109371         | AICE European History 1 AS Level                   | 12                  | ACT Read                        |
| 2109380         | Advanced Placement European History                | 10                  | NFTAV_R                         |
| 2109380         | Advanced Placement European History                | 11                  | ACT Read                        |
| 2109380         | Advanced Placement European History                | 12                  | ACT Read                        |
| 2109420         | Advanced Placement World History                   | 9                   | NFTAV_R                         |
| 2109420         | Advanced Placement World History                   | 10                  | NFTAV_R                         |
| 2109420         | Advanced Placement World History                   | 11                  | ACT Read                        |
| 2109420         | Advanced Placement World History                   | 12                  | ACT Read                        |
| 2109430         | Holocaust                                          | 9                   | NFTAV_R                         |
| 2109430         | Holocaust                                          | 10                  | NFTAV_R                         |
| 2109430         | Holocaust                                          | 11                  | ACT Read                        |
| 2109430         | Holocaust                                          | 12                  | ACT Read                        |
| 2109800         | International Baccalaureate Contemporary History 1 | 12                  | ACT Read                        |
| 2109805         | International Baccalaureate Contemporary History 2 | 12                  | ACT Read                        |
| 2120710         | Anthropology Honors (formerly 212071A)             | 9                   | NFTAV_R                         |
| 2120710         | Anthropology Honors (formerly 212071A)             | 10                  | NFTAV_R                         |
| 2120710         | Anthropology Honors (formerly 212071A)             | 11                  | ACT Read                        |

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| <b>Course #</b> | <b>Course Name</b>                     | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------------|---------------------|---------------------------------|
| 2120710         | Anthropology Honors (formerly 212071A) | 12                  | ACT Read                        |
| 2400000         | Sixth Grade                            | 4                   | NA                              |
| 2400300         | Leadership Skills Development          | 8                   | NFTAV_R                         |
| 2400300         | Leadership Skills Development          | 9                   | NFTAV_R                         |
| 2400300         | Leadership Skills Development          | 11                  | ACT Combo                       |
| 2400300         | Leadership Skills Development          | 12                  | ACT Combo                       |
| 2400310         | Leadership Techniques                  | 10                  | DAV                             |
| 2400310         | Leadership Techniques                  | 12                  | ACT Combo                       |
| 2500500         | Temporary Instructional Placement      | 6                   | NA                              |
| 2500500         | Temporary Instructional Placement      | 7                   | NA                              |
| 2500500         | Temporary Instructional Placement      | 8                   | NA                              |
| 2500510         | Temporary Instructional Placement      | 7                   | NA                              |
| 2500510         | Temporary Instructional Placement      | 9                   | NA                              |
| 2500510         | Temporary Instructional Placement      | 10                  | NA                              |
| 2500510         | Temporary Instructional Placement      | 11                  | NA                              |
| 2500510         | Temporary Instructional Placement      | 12                  | NA                              |
| 3026010         | HOPE-Physical Education (Core)         | 7                   | NFTAV_R-M                       |
| 3026010         | HOPE-Physical Education (Core)         | 8                   | NFTAV_R-M                       |
| 3026010         | HOPE-Physical Education (Core)         | 9                   | NFTAV_R                         |
| 3026010         | HOPE-Physical Education (Core)         | 10                  | NFTAV_R                         |
| 3026010         | HOPE-Physical Education (Core)         | 11                  | ACT Combo                       |
| 3026010         | HOPE-Physical Education (Core)         | 12                  | ACT Combo                       |
| 3026020         | AICE Physical Education 1 AS Level     | 10                  | NFTAV_R                         |
| 5001010         | Art â€“ Grade Kindergarten             | 1                   | BELAA 1                         |
| 5001010         | Art â€“ Grade Kindergarten             | 2                   | BELAA 2                         |
| 5001010         | Art â€“ Grade Kindergarten             | KG                  | KLS MI                          |
| 5001020         | Art - Grade 1                          | 1                   | BELAA 1                         |
| 5001020         | Art - Grade 1                          | 2                   | BELAA 2                         |
| 5001020         | Art - Grade 1                          | KG                  | KLS MI                          |
| 5001030         | Art - Grade 2                          | 1                   | BELAA 1                         |
| 5001030         | Art - Grade 2                          | 2                   | BELAA 2                         |
| 5001040         | Art â€“ Intermediate 1                 | 2                   | BELAA 2                         |
| 5001040         | Art - Intermediate 1                   | 3                   | FSA FAIR                        |
| 5001040         | Art â€“ Intermediate 1                 | 4                   | NFTAV_R-M                       |
| 5001050         | Art - Intermediate 2                   | 3                   | FSA FAIR                        |
| 5001050         | Art â€“ Intermediate 2                 | 4                   | NFTAV_R-M                       |
| 5001050         | Art â€“ Intermediate 2                 | 5                   | NFTAV_R-M                       |
| 5001050         | Art â€“ Intermediate 2                 | 6                   | NFTAV_R-M                       |
| 5001060         | Art - Intermediate 3                   | 3                   | FSA FAIR                        |
| 5001060         | Art - Intermediate 3                   | 5                   | NFTAV_R-M                       |

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| <b>Course #</b> | <b>Course Name</b>                                   | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------------|---------------------|---------------------------------|
| 5002000         | Introduction to Computers                            | 1                   | BELAA 1                         |
| 5002000         | Introduction to Computers                            | 2                   | BELAA 2                         |
| 5002000         | Introduction to Computers                            | 3                   | FSA FAIR                        |
| 5002000         | Introduction to Computers                            | 4                   | NFTAV_R-M                       |
| 5002000         | Introduction to Computers                            | 5                   | NFTAV_R-M                       |
| 5002000         | Introduction to Computers                            | 6                   | NFTAV_R-M                       |
| 5002000         | Introduction to Computers                            | KG                  | KLS MI                          |
| 5002000         | Introduction to Computers                            | PK                  | PK Gold-Battelle                |
| 5007020         | Spanish-Elementary                                   | 1                   | BELAA 1                         |
| 5007020         | Spanish-Elementary                                   | 2                   | BELAA 2                         |
| 5007020         | Spanish-Elementary                                   | 3                   | FSA FAIR                        |
| 5007020         | Spanish-Elementary                                   | 4                   | NFTAV_R                         |
| 5007020         | Spanish-Elementary                                   | 5                   | NFTAV_R                         |
| 5007020         | Spanish-Elementary                                   | 6                   | NFTAV_R-M                       |
| 5007020         | Spanish-Elementary                                   | KG                  | KLS MI                          |
| 5007050         | Chinese-Elementary                                   | 1                   | BELAA 1                         |
| 5007050         | Chinese-Elementary                                   | 2                   | BELAA 2                         |
| 5007050         | Chinese-Elementary                                   | 3                   | FSA FAIR                        |
| 5007050         | Chinese-Elementary                                   | 4                   | NFTAV_R                         |
| 5007050         | Chinese-Elementary                                   | 5                   | NFTAV_R                         |
| 5007050         | Chinese-Elementary                                   | KG                  | KLS MI                          |
| 5010030         | Functional Basic Skills in Communications-Elementary | 1                   | BELAA 1                         |
| 5010030         | Functional Basic Skills in Communications-Elementary | 2                   | BELAA 2                         |
| 5010030         | Functional Basic Skills in Communications-Elementary | 3                   | FSA FAIR                        |
| 5010030         | Functional Basic Skills in Communications-Elementary | 4                   | NFTAV_R                         |
| 5010030         | Functional Basic Skills in Communications-Elementary | 5                   | NFTAV_R                         |
| 5010030         | Functional Basic Skills in Communications-Elementary | 6                   | NFTAV_R-M                       |
| 5010030         | Functional Basic Skills in Communications-Elementary | KG                  | KLS MI                          |
| 5010041         | Language Arts - Kindergarten                         | 1                   | BELAA 1                         |
| 5010041         | Language Arts - Kindergarten                         | 2                   | BELAA 2                         |
| 5010041         | Language Arts - Kindergarten                         | KG                  | KLS MI                          |
| 5010042         | Language Arts - Grade One                            | 1                   | BELAA 1                         |
| 5010042         | Language Arts - Grade One                            | 2                   | BELAA 2                         |
| 5010042         | Language Arts - Grade One                            | KG                  | KLS MI                          |
| 5010043         | Language Arts - Grade Two                            | 1                   | BELAA 1                         |
| 5010043         | Language Arts - Grade Two                            | 2                   | BELAA 2                         |
| 5010043         | Language Arts - Grade Two                            | 3                   | FSA FAIR                        |
| 5010043         | Language Arts - Grade Two                            | 6                   | NFTAV_R-M                       |
| 5010044         | Language Arts - Grade Three                          | 2                   | BELAA 2                         |
| 5010044         | Language Arts - Grade Three                          | 3                   | FSA FAIR                        |

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| <b>Course #</b> | <b>Course Name</b>               | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|----------------------------------|---------------------|---------------------------------|
| 5010044         | Language Arts - Grade Three      | 4                   | NFTAV_R                         |
| 5010045         | Language Arts - Grade Four       | 1                   | BELAA 1                         |
| 5010045         | Language Arts - Grade Four       | 3                   | TAV_R                           |
| 5010045         | Language Arts - Grade Four       | 3                   | FSA FAIR                        |
| 5010045         | Language Arts - Grade Four       | 4                   | TAV_R                           |
| 5010045         | Language Arts - Grade Four       | 5                   | TAV_R                           |
| 5010046         | Language Arts - Grade Five       | 3                   | FSA FAIR                        |
| 5010046         | Language Arts - Grade Five       | 5                   | TAV_R                           |
| 5010046         | Language Arts - Grade Five       | 6                   | TAV_R                           |
| 5010200         | Theatre - Grade 1                | KG                  | KLS MI                          |
| 5010210         | Theatre - Grade 1                | 1                   | BELAA 1                         |
| 5010220         | Theatre - Grade 2                | 2                   | BELAA 2                         |
| 5010230         | Theatre - Intermediate 1         | 3                   | FSA FAIR                        |
| 5010240         | Theatre-Intermediate 2           | 4                   | NFTAV_R-M                       |
| 5010250         | Theatre - Intermediate 3         | 5                   | NFTAV_R-M                       |
| 5010250         | Theatre - Intermediate 3         | 6                   | NFTAV_R-M                       |
| 5012020         | Mathematics - Grade Kindergarten | 1                   | KLS MI                          |
| 5012020         | Mathematics - Grade Kindergarten | 1                   | BELAA 1                         |
| 5012020         | Mathematics - Grade Kindergarten | 2                   | BELAA 2                         |
| 5012020         | Mathematics - Grade Kindergarten | KG                  | KLS MI                          |
| 5012030         | Mathematics - Grade One          | 1                   | BELAA 1                         |
| 5012030         | Mathematics - Grade One          | 2                   | BELAA 1                         |
| 5012030         | Mathematics - Grade One          | 2                   | BELAA 2                         |
| 5012030         | Mathematics - Grade One          | 4                   | NFTAV_M                         |
| 5012030         | Mathematics - Grade One          | KG                  | KLS MI                          |
| 5012030         | Mathematics - Grade One          | KG                  | BELAA 1                         |
| 5012040         | Mathematics - Grade Two          | 1                   | BELAA 1                         |
| 5012040         | Mathematics - Grade Two          | 2                   | BELAA 2                         |
| 5012050         | Mathematics - Grade Three        | 2                   | BELAA 2                         |
| 5012050         | Mathematics - Grade Three        | 3                   | FSA FAIR                        |
| 5012060         | Mathematics - Grade Four         | 3                   | FSA FAIR                        |
| 5012060         | Mathematics - Grade Four         | 4                   | TAV_M                           |
| 5012070         | Mathematics - Grade Five         | 3                   | FSA FAIR                        |
| 5012070         | Mathematics - Grade Five         | 4                   | TAV_M                           |
| 5012070         | Mathematics - Grade Five         | 5                   | TAV_M                           |
| 5013060         | Music - Grade Kindergarten       | 1                   | BELAA 1                         |
| 5013060         | Music - Grade Kindergarten       | 2                   | BELAA 2                         |
| 5013060         | Music - Grade Kindergarten       | KG                  | KLS MI                          |
| 5013070         | Music - Grade 1                  | 1                   | BELAA 1                         |
| 5013070         | Music - Grade 1                  | 2                   | BELAA 2                         |

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| <b>Course #</b> | <b>Course Name</b>                      | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------|---------------------|---------------------------------|
| 5013070         | Music - Grade 1                         | KG                  | KLS MI                          |
| 5013080         | Music - Grade 2                         | 1                   | BELAA 1                         |
| 5013080         | Music - Grade 2                         | 2                   | BELAA 2                         |
| 5013080         | Music - Grade 2                         | 3                   | FSA FAIR                        |
| 5013080         | Music - Grade 2                         | 5                   | NFTAV_R-M                       |
| 5013090         | Music - Intermediate 1                  | 1                   | BELAA 1                         |
| 5013090         | Music - Intermediate 1                  | 3                   | FSA FAIR                        |
| 5013090         | Music - Intermediate 1                  | 4                   | NFTAV_R-M                       |
| 5013100         | Music - Intermediate 2                  | 1                   | BELAA 1                         |
| 5013100         | Music - Intermediate 2                  | 2                   | BELAA 2                         |
| 5013100         | Music - Intermediate 2                  | 4                   | NFTAV_R-M                       |
| 5013100         | Music - Intermediate 2                  | 5                   | NFTAV_R-M                       |
| 5013110         | Music - Intermediate 3                  | 3                   | FSA FAIR                        |
| 5013110         | Music - Intermediate 3                  | 4                   | NFTAV_R-M                       |
| 5013110         | Music - Intermediate 3                  | 5                   | NFTAV_R-M                       |
| 5013110         | Music - Intermediate 3                  | 6                   | NFTAV_R-M                       |
| 5015020         | Physical Education - Grade Kindergarten | 1                   | KLS MI                          |
| 5015020         | Physical Education - Grade Kindergarten | 1                   | BELAA 1                         |
| 5015020         | Physical Education - Grade Kindergarten | 2                   | BELAA 2                         |
| 5015020         | Physical Education - Grade Kindergarten | 3                   | FSA FAIR                        |
| 5015020         | Physical Education - Grade Kindergarten | 4                   | NFTAV_R-M                       |
| 5015020         | Physical Education - Grade Kindergarten | 5                   | NFTAV_R-M                       |
| 5015020         | Physical Education - Grade Kindergarten | KG                  | KLS MI                          |
| 5015030         | Physical Education - Grade 1            | 1                   | BELAA 1                         |
| 5015030         | Physical Education - Grade 1            | 2                   | BELAA 2                         |
| 5015030         | Physical Education - Grade 1            | 3                   | FSA FAIR                        |
| 5015030         | Physical Education - Grade 1            | KG                  | KLS MI                          |
| 5015040         | Physical Education - Grade 2            | 1                   | BELAA 1                         |
| 5015040         | Physical Education - Grade 2            | 2                   | BELAA 2                         |
| 5015040         | Physical Education - Grade 2            | 3                   | FSA FAIR                        |
| 5015050         | Physical Education - Grade 3            | 1                   | BELAA 1                         |
| 5015050         | Physical Education - Grade 3            | 3                   | FSA FAIR                        |
| 5015050         | Physical Education - Grade 3            | 4                   | NFTAV_R-M                       |
| 5015050         | Physical Education - Grade 3            | 6                   | NFTAV_R-M                       |
| 5015060         | Physical Education - Grade 4            | 1                   | BELAA 1                         |
| 5015060         | Physical Education - Grade 4            | 4                   | NFTAV_R-M                       |
| 5015060         | Physical Education - Grade 4            | 5                   | NFTAV_R-M                       |
| 5015070         | Physical Education - Grade 5            | 3                   | FSA FAIR                        |
| 5015070         | Physical Education - Grade 5            | 5                   | NFTAV_R-M                       |
| 5020010         | Science - Grade K                       | 1                   | KLS MI                          |

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| <b>Course #</b> | <b>Course Name</b>                                        | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-----------------------------------------------------------|---------------------|---------------------------------|
| 5020010         | Science - Grade K                                         | 1                   | BELAA 1                         |
| 5020010         | Science - Grade K                                         | 2                   | BELAA 2                         |
| 5020010         | Science - Grade K                                         | KG                  | KLS MI                          |
| 5020020         | Science - Grade One                                       | 1                   | BELAA 1                         |
| 5020020         | Science - Grade One                                       | 2                   | BELAA 2                         |
| 5020020         | Science - Grade One                                       | KG                  | KLS MI                          |
| 5020030         | Science - Grade Two                                       | 1                   | BELAA 1                         |
| 5020030         | Science - Grade Two                                       | 2                   | BELAA 2                         |
| 5020040         | Science - Grade Three                                     | 2                   | BELAA 2                         |
| 5020040         | Science - Grade Three                                     | 3                   | FSA FAIR                        |
| 5020050         | Science - Grade Four                                      | 3                   | FSA FAIR                        |
| 5020050         | Science - Grade Four                                      | 4                   | NFTAV_R-M                       |
| 5020060         | Science - Grade Five                                      | 3                   | FSA FAIR                        |
| 5020060         | Science - Grade Five                                      | 5                   | NFTAV_R-M                       |
| 5020060         | Science - Grade Five                                      | 5                   | FCAT Sci 5                      |
| 5021020         | Social Studies Grade K                                    | 1                   | KLS MI                          |
| 5021020         | Social Studies Grade K                                    | 1                   | BELAA 1                         |
| 5021020         | Social Studies Grade K                                    | 2                   | BELAA 2                         |
| 5021020         | Social Studies Grade K                                    | KG                  | KLS MI                          |
| 5021030         | Social Studies Grade 1                                    | 1                   | BELAA 1                         |
| 5021030         | Social Studies Grade 1                                    | 2                   | BELAA 2                         |
| 5021030         | Social Studies Grade 1                                    | KG                  | KLS MI                          |
| 5021040         | Social Studies Grade 2                                    | 1                   | BELAA 1                         |
| 5021040         | Social Studies Grade 2                                    | 2                   | BELAA 2                         |
| 5021050         | Social Studies Grade 3                                    | 2                   | BELAA 2                         |
| 5021050         | Social Studies Grade 3                                    | 3                   | FSA FAIR                        |
| 5021060         | Social Studies Grade 4                                    | 3                   | FSA FAIR                        |
| 5021060         | Social Studies Grade 4                                    | 4                   | NFTAV_R                         |
| 5021070         | Social Studies Grade 5                                    | 3                   | FSA FAIR                        |
| 5021070         | Social Studies Grade 5                                    | 5                   | NFTAV_R                         |
| 5100060         | Kindergarten                                              | 1                   | NA                              |
| 5100070         | First Grade                                               | 1                   | NA                              |
| 5100080         | Second Grade                                              | 1                   | NA                              |
| 5100090         | Third Grade                                               | 2                   | NA                              |
| 5100100         | Fourth Grade                                              | 1                   | NA                              |
| 5100110         | Fifth Grade                                               | 3                   | NA                              |
| 5100520         | District Head Start                                       | PK                  | PK Gold-Battelle                |
| 5100560         | Prekindergarten Other                                     | PK                  | PK Gold-Battelle                |
| 5100580         | Voluntary Prekindergarten Education - school year program | KG                  | KLS MI                          |
| 5100580         | Voluntary Prekindergarten Education- school year program  | PK                  | PK Gold-Battelle                |

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| <b>Course #</b> | <b>Course Name</b>                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------|---------------------|---------------------------------|
| 7650130         | Prekindergarten Disabilities: Age 3-5 | KG                  | DAV                             |
| 7650130         | Prekindergarten Disabilities: Age 3-5 | PK                  | PK Gold-Battelle                |
| 7710011         | Access Language Arts - Kindergarten   | 1                   | BELAA 1                         |
| 7710011         | Access Language Arts - Kindergarten   | KG                  | KLS MI                          |
| 7710012         | Access Language Arts - Grade 1        | 1                   | BELAA 1                         |
| 7710013         | Access Language Arts - Grade 2        | 2                   | BELAA 2                         |
| 7710014         | Access Language Arts - Grade 3        | 3                   | FSA FAIR                        |
| 7710014         | Access Language Arts - Grade 3        | 4                   | NFTAV_R                         |
| 7710015         | Access Language Arts - Grade 4        | 1                   | BELAA 1                         |
| 7710015         | Access Language Arts - Grade 4        | 4                   | NFTAV_R                         |
| 7710016         | Access Language Arts - Grade 5        | 3                   | FSA FAIR                        |
| 7710016         | Access Language Arts- Grade 5         | 5                   | TAV_R                           |
| 7712015         | Access Mathematics Grade Kindergarten | 1                   | BELAA 1                         |
| 7712015         | Access Mathematics Grade Kindergarten | KG                  | KLS MI                          |
| 7712020         | Access Mathematics Grade 1            | 1                   | BELAA 1                         |
| 7712030         | Access Mathematics Grade 2            | 2                   | BELAA 2                         |
| 7712040         | Access Mathematics Grade 3            | 3                   | FSA FAIR                        |
| 7712040         | Access Mathematics Grade 3            | 4                   | NFTAV_M                         |
| 7712050         | Access Mathematics Grade 4            | 1                   | BELAA 1                         |
| 7712050         | Access Mathematics Grade 4            | 4                   | NFTAV_M                         |
| 7712060         | Access Mathematics Grade 5            | 3                   | FSA FAIR                        |
| 7712060         | Access Mathematics Grade 5            | 5                   | TAV_M                           |
| 7720015         | Access Science Grade Kindergarten     | 1                   | BELAA 1                         |
| 7720015         | Access Science Grade Kindergarten     | KG                  | KLS MI                          |
| 7720020         | Access Science Grade 1                | 1                   | BELAA 1                         |
| 7720030         | Access Science Grade 2                | 2                   | BELAA 2                         |
| 7720040         | Access Science Grade 3                | 3                   | FSA FAIR                        |
| 7720040         | Access Science Grade 3                | 4                   | NFTAV_R-M                       |
| 7720050         | Access Science Grade 4                | 1                   | BELAA 1                         |
| 7720050         | Access Science Grade 4                | 4                   | NFTAV_R-M                       |
| 7720060         | Access Science Grade 5                | 5                   | NFTAV_R                         |
| 7720060         | Access Science Grade 5                | 5                   | FCAT Sci 5                      |
| 7721011         | Access Social Studies - Kindergarten  | 1                   | BELAA 1                         |
| 7721011         | Access Social Studies - Kindergarten  | KG                  | KLS MI                          |
| 7721012         | Access Social Studies - Grade 1       | 1                   | BELAA 1                         |
| 7721013         | Access Social Studies - Grade 2       | 2                   | BELAA 2                         |
| 7721014         | Access Social Studies - Grade 3       | 1                   | BELAA 1                         |
| 7721014         | Access Social Studies - Grade 3       | 3                   | FSA FAIR                        |
| 7721015         | Access Social Studies - Grade 4       | 1                   | BELAA 1                         |
| 7721015         | Access Social Studies Grade 4         | 4                   | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                          | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------------|---------------------|---------------------------------|
| 7721016         | Access Social Studies Grade 5               | 3                   | FSA FAIR                        |
| 7721016         | Access Social Studies - Grade 5             | 5                   | NFTAV_R                         |
| 7721020         | Unique Skills Social and Emotional: PK-5    | 1                   | DAV                             |
| 7721020         | Unique Skills Social and Emotional: PK-5    | 2                   | DAV                             |
| 7721020         | Unique Skills Social and Emotional: PK-5    | 3                   | DAV                             |
| 7721020         | Unique Skills Social and Emotional: PK-5    | 4                   | DAV                             |
| 7721020         | Unique Skills Social and Emotional: PK-5    | 5                   | DAV                             |
| 7721020         | Unique Skills Social and Emotional: PK-5    | KG                  | DAV                             |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 1                   | BELAA 1                         |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 2                   | BELAA 2                         |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 3                   | FSA FAIR                        |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 4                   | TAV_R                           |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 4                   | NFTAV_R-M                       |
| 7755040         | Advanced Academics: K-5 for Gifted Students | 5                   | NFTAV_R-M                       |
| 7755040         | Advanced Academics: K-5 for Gifted Students | KG                  | KLS MI                          |
| 7763020         | Speech and Auditory Training: PK-5          | 4                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | 1                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | 2                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | 3                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | 4                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | 5                   | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | KG                  | DAV                             |
| 7763030         | Speech Therapy: PK-5                        | PK                  | DAV                             |
| 7763040         | Language Therapy: PK-5                      | 1                   | DAV                             |
| 7763040         | Language Therapy: PK-5                      | 2                   | DAV                             |
| 7763040         | Language Therapy: PK-5                      | 3                   | DAV                             |
| 7763040         | Language Therapy: PK-5                      | 4                   | DAV                             |
| 7763040         | Language Therapy: PK-5                      | 5                   | DAV                             |
| 7763040         | Language Therapy: PK-5                      | KG                  | DAV                             |
| 7763040         | Language Therapy: PK-5                      | PK                  | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | 1                   | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | 2                   | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | 3                   | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | 4                   | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | 5                   | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | KG                  | DAV                             |
| 7763050         | Occupational Therapy: PK-5                  | PK                  | DAV                             |
| 7763060         | Orientation and Mobility: PK-5              | 2                   | DAV                             |
| 7763060         | Orientation and Mobility: PK-5              | PK                  | DAV                             |
| 7763070         | Physical Therapy: PK-5                      | 1                   | DAV                             |

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| <b>Course #</b> | <b>Course Name</b>                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------|---------------------|---------------------------------|
| 7763070         | Physical Therapy: PK-5                | 2                   | DAV                             |
| 7763070         | Physical Therapy: PK-5                | 3                   | DAV                             |
| 7763070         | Physical Therapy: PK-5                | 4                   | DAV                             |
| 7763070         | Physical Therapy: PK-5                | 5                   | DAV                             |
| 7763070         | Physical Therapy: PK-5                | KG                  | DAV                             |
| 7763070         | Physical Therapy: PK-5                | PK                  | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | 1                   | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | 2                   | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | 3                   | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | 4                   | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | 5                   | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | KG                  | DAV                             |
| 7763080         | Expanded Core Competencies: PK-5      | PK                  | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | 1                   | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | 2                   | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | 3                   | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | 4                   | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | 5                   | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | KG                  | DAV                             |
| 7763090         | Expanded Skills: PK-5                 | PK                  | DAV                             |
| 7810011         | Access M/J Language Arts 1            | 6                   | NFTAV_R                         |
| 7810012         | Access M/J Language Arts 2            | 7                   | NFTAV_R                         |
| 7810013         | Access M/J Language Arts 3            | 8                   | TAV_R                           |
| 7812015         | Access M/J Mathematics 1              | 6                   | NFTAV_M                         |
| 7812020         | Access M/J Mathematics 2              | 7                   | NFTAV_M                         |
| 7812030         | Access M/J Mathematics 3              | 8                   | TAV_M                           |
| 7815010         | Physical Education: 6-8               | 6                   | NFTAV_R-M                       |
| 7815010         | Physical Education: 6-8               | 7                   | NFTAV_R-M                       |
| 7815010         | Physical Education: 6-8               | 8                   | NFTAV_R-M                       |
| 7820015         | Access M/J Comprehensive Science 1    | 6                   | NFTAV_R-M                       |
| 7820016         | Access M/J Comprehensive Science 2    | 7                   | NFTAV_R-M                       |
| 7820017         | Access M/J Comprehensive Science 3    | 8                   | NFTAV_R-M                       |
| 7820020         | Health: 6-8                           | 7                   | NFTAV_R-M                       |
| 7820020         | Health: 6-8                           | 8                   | NFTAV_R-M                       |
| 7821022         | Access M/J World History              | 6                   | NFTAV_R-M                       |
| 7821022         | Access M/J World History              | 8                   | NFTAV_R                         |
| 7821023         | Access M/J Civics and Career Planning | 7                   | NFTAV_R-M                       |
| 7821023         | Access M/J Civics and Career Planning | 8                   | NFTAV_R                         |
| 7821025         | Access M/J United States History      | 6                   | NFTAV_R-M                       |
| 7821025         | Access M/J United States History      | 7                   | NFTAV_R-M                       |

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|-----------------|------------------------------------------------------|---------------------|---------------------------------|
| 7821025         | Access M/J United States History                     | 8                   | NFTAV_R                         |
| 7821026         | Access M/J United States History and Career Planning | 8                   | NFTAV_R                         |
| 7821030         | Career and Education Planning                        | 6                   | NFTAV_R-M                       |
| 7821030         | Career and Education Planning                        | 7                   | NFTAV_R-M                       |
| 7821030         | Career and Education Planning                        | 8                   | NFTAV_R                         |
| 7821030         | Career and Education Planning                        | 8                   | NFTAV_M                         |
| 7855040         | Advanced Academics: 6-8 for Gifted Students          | 6                   | NFTAV_R-M                       |
| 7855040         | Advanced Academics: 6-8 for Gifted Students          | 7                   | NFTAV_R-M                       |
| 7855040         | Advanced Academics: 6-8 for Gifted Students          | 8                   | TAV_R                           |
| 7855040         | Advanced Academics: 6-8 for Gifted Students          | 8                   | NFTAV_R-M                       |
| 7863000         | Unique Skills: Social & Emotional 6-8                | 6                   | DAV                             |
| 7863000         | Unique Skills: Social & Emotional 6-8                | 7                   | DAV                             |
| 7863000         | Unique Skills: Social & Emotional 6-8                | 8                   | DAV                             |
| 7863000         | Unique Skills: Social & Emotional 6-8                | 9                   | DAV                             |
| 7863010         | Unique Skills: 6-8                                   | 6                   | DAV                             |
| 7863020         | Speech and Auditory Training: 6-8                    | 7                   | DAV                             |
| 7863020         | Speech and Auditory Training: 6-8                    | 8                   | DAV                             |
| 7863060         | Orientation and Mobility: 6-8                        | 6                   | DAV                             |
| 7863060         | Orientation and Mobility: 6-8                        | 7                   | DAV                             |
| 7863070         | Expanded Skills: 6-8                                 | 6                   | DAV                             |
| 7863070         | Expanded Skills: 6-8                                 | 7                   | DAV                             |
| 7863070         | Expanded Skills: 6-8                                 | 8                   | DAV                             |
| 7863080         | Expanded Core Competencies: 6-8                      | 7                   | DAV                             |
| 7863090         | Learning Strategies: 6-8                             | 6                   | DAV                             |
| 7863090         | Learning Strategies: 6-8                             | 7                   | DAV                             |
| 7863090         | Learning Strategies: 6-8                             | 8                   | DAV                             |
| 7863090         | Learning Strategies: 6-8                             | 9                   | DAV                             |
| 7866030         | Speech Therapy: 6-8                                  | 6                   | DAV                             |
| 7866030         | Speech Therapy: 6-8                                  | 7                   | DAV                             |
| 7866030         | Speech Therapy: 6-8                                  | 8                   | DAV                             |
| 7866030         | Speech Therapy: 6-8                                  | 9                   | DAV                             |
| 7866040         | Language Therapy: 6-8                                | 6                   | DAV                             |
| 7866040         | Language Therapy: 6-8                                | 7                   | DAV                             |
| 7866040         | Language Therapy: 6-8                                | 8                   | DAV                             |
| 7866040         | Language Therapy: 6-8                                | 9                   | DAV                             |
| 7866050         | Occupational Therapy: 6-8                            | 6                   | DAV                             |
| 7866050         | Occupational Therapy: 6-8                            | 7                   | DAV                             |
| 7866050         | Occupational Therapy: 6-8                            | 8                   | DAV                             |
| 7866070         | Physical Therapy: 6-8                                | 6                   | DAV                             |
| 7866070         | Physical Therapy: 6-8                                | 7                   | DAV                             |

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|-----------------|-------------------------------------------------------------|---------------------|---------------------------------|
| 7866070         | Physical Therapy: 6-8                                       | 8                   | DAV                             |
| 7910111         | Access English 1/2                                          | 9                   | TAV_R                           |
| 7910111         | Access English 1/2                                          | 10                  | TAV_R                           |
| 7910111         | Access English 1/2                                          | 11                  | ACT English                     |
| 7910112         | Access English 3/4                                          | 9                   | NFTAV_R                         |
| 7910112         | Access English 3/4                                          | 10                  | NFTAV_R                         |
| 7910112         | Access English 3/4                                          | 11                  | ACT English                     |
| 7910112         | Access English 3/4                                          | 12                  | ACT English                     |
| 7912065         | Access Geometry                                             | 9                   | NFTAV_R                         |
| 7912070         | Access Liberal Arts Mathematics                             | 9                   | NFTAV_R                         |
| 7912070         | Access Liberal Arts Mathematics                             | 10                  | NFTAV_R                         |
| 7912070         | Access Liberal Arts Mathematics                             | 11                  | ACT Math                        |
| 7912070         | Access Liberal Arts Mathematics                             | 12                  | ACT Math                        |
| 7912080         | Access Algebra 1A                                           | 9                   | NFTAV_R                         |
| 7912080         | Access Algebra 1A                                           | 10                  | NFTAV_R                         |
| 7912080         | Access Algebra 1A                                           | 11                  | ACT Math                        |
| 7912080         | Access Algebra 1A                                           | 12                  | ACT Math                        |
| 7912090         | Access Algebra 1B                                           | 9                   | NFTAV_R                         |
| 7912090         | Access Algebra 1B                                           | 10                  | NFTAV_R                         |
| 7912090         | Access Algebra 1B                                           | 11                  | ACT Math                        |
| 7912090         | Access Algebra 1B                                           | 12                  | ACT Math                        |
| 7915015         | Access Health Opportunities through Physical Education 9-12 | 9                   | NFTAV_R                         |
| 7915015         | Access Health Opportunities through Physical Education 9-12 | 10                  | NFTAV_R                         |
| 7915015         | Access Health Opportunities through Physical Education 9-12 | 11                  | ACT Combo                       |
| 7915015         | Access Health Opportunities through Physical Education 9-12 | 12                  | ACT Combo                       |
| 7920011         | Access Chemistry 1                                          | 9                   | NFTAV_R                         |
| 7920011         | Access Chemistry 1                                          | 11                  | ACT Science                     |
| 7920011         | Access Chemistry 1                                          | 12                  | ACT Science                     |
| 7920015         | Access Biology 1                                            | 9                   | NFTAV_R                         |
| 7920015         | Access Biology 1                                            | 10                  | NFTAV_R                         |
| 7920015         | Access Biology 1                                            | 11                  | ACT Science                     |
| 7920015         | Access Biology 1                                            | 12                  | ACT Science                     |
| 7920020         | Access Earth/Space Science                                  | 9                   | NFTAV_R                         |
| 7920020         | Access Earth/Space Science                                  | 10                  | NFTAV_R                         |
| 7920020         | Access Earth/Space Science                                  | 11                  | ACT Science                     |
| 7920020         | Access Earth/Space Science                                  | 12                  | ACT Science                     |
| 7920025         | Access Integrated Science 1                                 | 9                   | NFTAV_R                         |
| 7920025         | Access Integrated Science 1                                 | 10                  | NFTAV_R                         |
| 7920025         | Access Integrated Science 1                                 | 11                  | ACT Science                     |
| 7920025         | Access Integrated Science 1                                 | 12                  | ACT Science                     |

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| <b>Course #</b> | <b>Course Name</b>                       | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------|---------------------|---------------------------------|
| 7921015         | Access United States Government          | 9                   | NFTAV_R                         |
| 7921015         | Access United States Government          | 10                  | NFTAV_R                         |
| 7921015         | Access United States Government          | 11                  | ACT Read                        |
| 7921015         | Access United States Government          | 12                  | ACT Read                        |
| 7921022         | Access Economics with Financial Literacy | 9                   | NFTAV_R                         |
| 7921022         | Access Economics with Financial Literacy | 10                  | NFTAV_R                         |
| 7921022         | Access Economics with Financial Literacy | 11                  | ACT Read                        |
| 7921022         | Access Economics with Financial Literacy | 12                  | ACT Read                        |
| 7921025         | Access United States History             | 9                   | NFTAV_R                         |
| 7921025         | Access United States History             | 10                  | NFTAV_R                         |
| 7921025         | Access United States History             | 11                  | ACT Read                        |
| 7921025         | Access United States History             | 12                  | ACT Read                        |
| 7921027         | Access World History                     | 9                   | NFTAV_R                         |
| 7960010         | Transition Planning: 9-12                | 9                   | DAV                             |
| 7960010         | Transition Planning: 9-12                | 10                  | DAV                             |
| 7960010         | Transition Planning: 9-12                | 11                  | DAV                             |
| 7960010         | Transition Planning: 9-12                | 12                  | DAV                             |
| 7963010         | Preparation for Adult Living             | 9                   | DAV                             |
| 7963010         | Preparation for Adult Living             | 10                  | DAV                             |
| 7963010         | Preparation for Adult Living             | 11                  | DAV                             |
| 7963010         | Preparation for Adult Living             | 12                  | DAV                             |
| 7963040         | Expanded Skills: 9-12                    | 9                   | DAV                             |
| 7963040         | Expanded Skills: 9-12                    | 10                  | DAV                             |
| 7963040         | Expanded Skills: 9-12                    | 11                  | DAV                             |
| 7963040         | Expanded Skills: 9-12                    | 12                  | DAV                             |
| 7963050         | Expanded Core Competencies: 9-12         | 10                  | DAV                             |
| 7963060         | Orientation and Mobility Skills          | 12                  | DAV                             |
| 7963070         | Unique Skills: Social & Emotional 9-12   | 9                   | DAV                             |
| 7963070         | Unique Skills: Social & Emotional 9-12   | 10                  | DAV                             |
| 7963070         | Unique Skills: Social & Emotional 9-12   | 11                  | DAV                             |
| 7963070         | Unique Skills: Social & Emotional 9-12   | 12                  | DAV                             |
| 7963080         | Learning Strategies 9-12                 | 8                   | DAV                             |
| 7963080         | Learning Strategies 9-12                 | 9                   | DAV                             |
| 7963080         | Learning Strategies 9-12                 | 10                  | DAV                             |
| 7963080         | Learning Strategies 9-12                 | 11                  | DAV                             |
| 7963080         | Learning Strategies 9-12                 | 12                  | DAV                             |
| 7963140         | Self-Determination                       | 9                   | DAV                             |
| 7963140         | Self-Determination                       | 10                  | DAV                             |
| 7963140         | Self-Determination                       | 11                  | DAV                             |
| 7963140         | Self-Determination                       | 12                  | DAV                             |

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| <b>Course #</b> | <b>Course Name</b>                                           | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|--------------------------------------------------------------|---------------------|---------------------------------|
| 7965040         | Studies for Students who are Gifted                          | 9                   | DAV                             |
| 7965040         | Studies for Students who are Gifted                          | 10                  | DAV                             |
| 7965040         | Studies for Students who are Gifted                          | 11                  | DAV                             |
| 7965040         | Studies for Students who are Gifted                          | 12                  | DAV                             |
| 7966010         | Physical Therapy                                             | 9                   | DAV                             |
| 7966010         | Physical Therapy                                             | 11                  | DAV                             |
| 7966010         | Physical Therapy                                             | 12                  | DAV                             |
| 7966020         | Occupational Therapy                                         | 9                   | DAV                             |
| 7966020         | Occupational Therapy                                         | 10                  | DAV                             |
| 7966020         | Occupational Therapy                                         | 11                  | DAV                             |
| 7966020         | Occupational Therapy                                         | 12                  | DAV                             |
| 7966030         | Speech Therapy                                               | 9                   | DAV                             |
| 7966030         | Speech Therapy                                               | 10                  | DAV                             |
| 7966030         | Speech Therapy                                               | 11                  | DAV                             |
| 7966030         | Speech Therapy                                               | 12                  | DAV                             |
| 7966040         | Language Therapy                                             | 9                   | DAV                             |
| 7966040         | Language Therapy                                             | 10                  | DAV                             |
| 7966040         | Language Therapy                                             | 11                  | DAV                             |
| 7966040         | Language Therapy                                             | 12                  | DAV                             |
| 7967025         | Access Two-Dimensional Studio Art 1                          | 9                   | NFTAV_R                         |
| 7980040         | Preparation for Entrepreneurship/SelfEmployment              | 12                  | DAV                             |
| 7980110         | Career Preparation: 9-12                                     | 9                   | DAV                             |
| 7980110         | Career Preparation: 9-12                                     | 10                  | DAV                             |
| 7980110         | Career Preparation: 9-12                                     | 11                  | DAV                             |
| 7980110         | Career Preparation: 9-12                                     | 12                  | DAV                             |
| 7980120         | Career Experiences: 9-12                                     | 9                   | DAV                             |
| 7980120         | Career Experiences: 9-12                                     | 10                  | DAV                             |
| 7980120         | Career Experiences: 9-12                                     | 11                  | DAV                             |
| 7980120         | Career Experiences: 9-12                                     | 12                  | DAV                             |
| 7980130         | Career Placement: 9-12                                       | 10                  | DAV                             |
| 7980130         | Career Placement: 9-12                                       | 11                  | DAV                             |
| 7980130         | Career Placement: 9-12                                       | 12                  | DAV                             |
| 8007110         | Introduction to Environmental Water TEchnology/Level 2       | 10                  | NFTAV_R                         |
| 8007110         | Introduction to Environmental Water TEchnology/Level 2       | 11                  | ACT Combo                       |
| 8007120         | Intermediate Environmental Water TEchnology/Level 2          | 10                  | NFTAV_R                         |
| 8007120         | Intermediate Environmental Water TEchnology/Level 2          | 11                  | ACT Combo                       |
| 8007120         | Intermediate Environmental Water TEchnology/Level 2          | 12                  | ACT Combo                       |
| 8007130         | Advanced Environmental Water Technology/Level 2              | 12                  | ACT Combo                       |
| 8007210         | Advanced Environmental Water Reclamation Technology/ Level 2 | 11                  | ACT Combo                       |
| 8007210         | Advanced Environmental Water Reclamation Technology/ Level 2 | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                                         | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------------------|---------------------|---------------------------------|
| 8130300         | Fundamentals of Architecture and Construction              | 7                   | NFTAV_R-M                       |
| 8200210         | Computer Applications in Business 2                        | 7                   | NFTAV_R-M                       |
| 8200210         | Computer Applications in Business 2                        | 8                   | NFTAV_R-M                       |
| 8200410         | Business Cooperative Education-OJT                         | 11                  | ACT Combo                       |
| 8200410         | Business Cooperative Education-OJT                         | 12                  | ACT Combo                       |
| 8200420         | Business Cooperative Education Organization and Management | 11                  | ACT Combo                       |
| 8200420         | Business Cooperative Education Organization and Management | 12                  | ACT Combo                       |
| 8200520         | Computer Applications in Business 1                        | 7                   | NFTAV_R-M                       |
| 8200520         | Computer Applications in Business 1                        | 8                   | NFTAV_R-M                       |
| 8200520         | Computer Applications in Business 1                        | 9                   | NFTAV_R                         |
| 8201210         | Digital Media/Multimedia Foundations 1/Level 2             | 8                   | NFTAV_R-M                       |
| 8201210         | Digital Media/Multimedia Foundations 1/Level 2             | 9                   | NFTAV_R                         |
| 8201210         | Digital Media/Multimedia Foundations 1/Level 2             | 10                  | NFTAV_R                         |
| 8201210         | Digital Media/Multimedia Foundations 1/Level 2             | 11                  | ACT Combo                       |
| 8201210         | Digital Media/Multimedia Foundations 1/Level 2             | 12                  | ACT Combo                       |
| 8201220         | Digital Media/Multimedia Foundations 2                     | 10                  | NFTAV_R                         |
| 8201230         | Digital Media/Multimedia Foundations 3 - Level 2           | 11                  | ACT Combo                       |
| 8201260         | Digital Media/Multimedia Foundations 6 - Level 2           | 10                  | NFTAV_R                         |
| 8203310         | Accounting Applications 1/Level 3                          | 9                   | NFTAV_R                         |
| 8203310         | Accounting Applications 1/Level 3                          | 10                  | NFTAV_R                         |
| 8203310         | Accounting Applications 1/Level 3                          | 11                  | ACT Combo                       |
| 8203310         | Accounting Applications 1/Level 3                          | 12                  | ACT Combo                       |
| 8203320         | Accounting Applications 2/Level 3                          | 10                  | NFTAV_R                         |
| 8203320         | Accounting Applications 2/Level 3                          | 11                  | ACT Combo                       |
| 8203320         | Accounting Applications 2/Level 3                          | 12                  | ACT Combo                       |
| 8207010         | Emerging Technology in Business                            | 9                   | NFTAV_R                         |
| 8207220         | PC Support 2/Level 3                                       | 10                  | NFTAV_R                         |
| 8207220         | PC Support 2/Level 3                                       | 11                  | ACT Combo                       |
| 8207220         | PC Support 2/Level 3                                       | 12                  | ACT Combo                       |
| 8207310         | Introduction to Information Technology/Level 2             | 7                   | NFTAV_R-M                       |
| 8207310         | Introduction to Information Technology/Level 2             | 9                   | NFTAV_R                         |
| 8207310         | Introduction to Information Technology/Level 2             | 10                  | NFTAV_R                         |
| 8207310         | Introduction to Information Technology/Level 2             | 11                  | ACT Combo                       |
| 8207310         | Introduction to Information Technology/Level 2             | 12                  | ACT Combo                       |
| 8208110         | Game & Simulation Foundations/Level 2                      | 8                   | NFTAV_R-M                       |
| 8208110         | Game & Simulation Foundations/Level 2                      | 9                   | NFTAV_R                         |
| 8208110         | Game & Simulation Foundations/Level 2                      | 10                  | NFTAV_R                         |
| 8208110         | Game & Simulation Foundations/Level 2                      | 11                  | ACT Combo                       |
| 8208110         | Game & Simulation Foundations/Level 2                      | 12                  | ACT Combo                       |
| 8208130         | Game & Simulation 2D Graphic Development                   | 10                  | NFTAV_R                         |

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| <b>Course #</b> | <b>Course Name</b>                        | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------------------------|---------------------|---------------------------------|
| 8209020         | Computing for College and Careers/Level 2 | 6                   | NFTAV_R-M                       |
| 8209020         | Computing for College and Careers/Level 2 | 7                   | NFTAV_R-M                       |
| 8209020         | Computing for College and Careers/Level 2 | 8                   | NFTAV_R-M                       |
| 8209020         | Computing for College and Careers/Level 2 | 9                   | NFTAV_R                         |
| 8209020         | Computing for College and Careers/Level 2 | 10                  | NFTAV_R                         |
| 8209020         | Computing for College and Careers/Level 2 | 11                  | ACT Combo                       |
| 8209020         | Computing for College and Careers/Level 2 | 12                  | ACT Combo                       |
| 8209100         | Careers in Fashion and Interior Design    | 6                   | NFTAV_R-M                       |
| 8209100         | Careers in Fashion and Interior Design    | 7                   | NFTAV_R-M                       |
| 8209100         | Careers in Fashion and Interior Design    | 8                   | NFTAV_R-M                       |
| 8209510         | Digital Design 1/Level 2                  | 9                   | NFTAV_R                         |
| 8209510         | Digital Design 1/Level 2                  | 10                  | NFTAV_R                         |
| 8209510         | Digital Design 1/Level 2                  | 11                  | ACT Combo                       |
| 8209510         | Digital Design 1/Level 2                  | 12                  | ACT Combo                       |
| 8209520         | Digital Design 2/Level 3                  | 9                   | NFTAV_R                         |
| 8209520         | Digital Design 2/Level 3                  | 10                  | NFTAV_R                         |
| 8209520         | Digital Design 2/Level 3                  | 11                  | ACT Combo                       |
| 8209520         | Digital Design 2/Level 3                  | 12                  | ACT Combo                       |
| 8209530         | Digital Design 3/Level 3                  | 10                  | NFTAV_R                         |
| 8209530         | Digital Design 3/Level 3                  | 11                  | ACT Combo                       |
| 8209530         | Digital Design 3/Level 3                  | 12                  | ACT Combo                       |
| 8209540         | Digital Design 4/Level 3                  | 11                  | ACT Combo                       |
| 8209540         | Digital Design 4/Level 3                  | 12                  | ACT Combo                       |
| 8209550         | Digital Design 5                          | 12                  | ACT Combo                       |
| 8212120         | Business Software Applications 1/Level 2  | 9                   | NFTAV_R                         |
| 8212120         | Business Software Applications 1/Level 2  | 10                  | NFTAV_R                         |
| 8212120         | Business Software Applications 1/Level 2  | 11                  | ACT Combo                       |
| 8212120         | Business Software Applications 1/Level 2  | 12                  | ACT Combo                       |
| 8212160         | Business Software Applications 2/Level 2  | 9                   | NFTAV_R                         |
| 8212160         | Business Software Applications 2/Level 2  | 10                  | NFTAV_R                         |
| 8212160         | Business Software Applications 2/Level 2  | 11                  | ACT Combo                       |
| 8212160         | Business Software Applications 2/Level 2  | 12                  | ACT Combo                       |
| 8212201         | Medical Office Technology 1/Level 2       | 9                   | NFTAV_R                         |
| 8212201         | Medical Office Technology 1/Level 2       | 10                  | NFTAV_R                         |
| 8212201         | Medical Office Technology 1/Level 2       | 11                  | ACT Combo                       |
| 8212201         | Medical Office Technology 1/Level 2       | 12                  | ACT Combo                       |
| 8212202         | Medical Office Technology 2/Level 2       | 9                   | NFTAV_R                         |
| 8212202         | Medical Office Technology 2/Level 2       | 10                  | NFTAV_R                         |
| 8212202         | Medical Office Technology 2/Level 2       | 11                  | ACT Combo                       |
| 8212202         | Medical Office Technology 2/Level 2       | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                             | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|------------------------------------------------|---------------------|---------------------------------|
| 8216110         | International Business Systems/Level 2         | 9                   | NFTAV_R                         |
| 8216110         | International Business Systems/Level 2         | 12                  | ACT Combo                       |
| 8216130         | Business Internship                            | 12                  | ACT Combo                       |
| 8300310         | Workplace Essentials/Level 2                   | 10                  | NFTAV_R                         |
| 8300310         | Workplace Essentials/Level 2                   | 12                  | ACT Combo                       |
| 8300430         | Guided Workplace Learning (Internship)/Level 2 | 12                  | ACT Combo                       |
| 8303010         | Diversified Career Technology Principles       | 8                   | NFTAV_R-M                       |
| 8400100         | Health Science Education Directed Study        | 12                  | ACT Combo                       |
| 8400320         | Medical Skills and Services                    | 9                   | NFTAV_R                         |
| 8401010         | Technical Design 1                             | 9                   | NFTAV_R                         |
| 8401010         | Technical Design 1                             | 10                  | NFTAV_R                         |
| 8401010         | Technical Design 1                             | 11                  | ACT Combo                       |
| 8401010         | Technical Design 1                             | 12                  | ACT Combo                       |
| 8401020         | Technical Design 2                             | 9                   | NFTAV_R                         |
| 8401020         | Technical Design 2                             | 10                  | NFTAV_R                         |
| 8401020         | Technical Design 2                             | 11                  | ACT Combo                       |
| 8401020         | Technical Design 2                             | 12                  | ACT Combo                       |
| 8401030         | Technical Design 3                             | 10                  | NFTAV_R                         |
| 8401110         | Applied Engineering Technology I/Level 3       | 9                   | NFTAV_R                         |
| 8401110         | Applied Engineering Technology I/Level 3       | 10                  | NFTAV_R                         |
| 8401110         | Applied Engineering Technology I/Level 3       | 11                  | ACT Combo                       |
| 8401110         | Applied Engineering Technology I/Level 3       | 12                  | ACT Combo                       |
| 8401120         | Applied Engineering Technology II/Level 3      | 10                  | NFTAV_R                         |
| 8401120         | Applied Engineering Technology II/Level 3      | 11                  | ACT Combo                       |
| 8401120         | Applied Engineering Technology II/Level 3      | 12                  | ACT Combo                       |
| 8401130         | Applied Engineering Technology III             | 11                  | ACT Combo                       |
| 8404110         | Maritime 1                                     | 10                  | NFTAV_R                         |
| 8405110         | Early Childhood Education 1 NEW/Level 2        | 9                   | NFTAV_R                         |
| 8405110         | Early Childhood Education 1 NEW/Level 2        | 10                  | NFTAV_R                         |
| 8405110         | Early Childhood Education 1 NEW/Level 2        | 11                  | ACT Combo                       |
| 8405110         | Early Childhood Education 1 NEW/Level 2        | 12                  | ACT Combo                       |
| 8405120         | Early Childhood Education 2 NEW/Level 2        | 10                  | NFTAV_R                         |
| 8405120         | Early Childhood Education 2 NEW/Level 2        | 11                  | ACT Combo                       |
| 8405120         | Early Childhood Education 2 NEW/Level 2        | 12                  | ACT Combo                       |
| 8405130         | Early Childhood Education 3 NEW/Level 2        | 10                  | NFTAV_R                         |
| 8405130         | Early Childhood Education 3 NEW/Level 2        | 11                  | ACT Combo                       |
| 8405130         | Early Childhood Education 3 NEW/Level 2        | 12                  | ACT Combo                       |
| 8405140         | Early Childhood Education 4 NEW/Level 3        | 10                  | NFTAV_R                         |
| 8405140         | Early Childhood Education 4 NEW/Level 3        | 11                  | ACT Combo                       |
| 8405140         | Early Childhood Education 4 NEW/Level 3        | 12                  | ACT Combo                       |

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| <b>Course #</b> | <b>Course Name</b>                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|---------------------------------------|---------------------|---------------------------------|
| 8417100         | Health Science 1/Level 2              | 9                   | NFTAV_R                         |
| 8417100         | Health Science 1/Level 2              | 10                  | NFTAV_R                         |
| 8417100         | Health Science 1/Level 2              | 11                  | ACT Combo                       |
| 8417100         | Health Science 1/Level 2              | 12                  | ACT Combo                       |
| 8417110         | Health Science 2/Level 2              | 9                   | NFTAV_R                         |
| 8417110         | Health Science 2/Level 2              | 10                  | NFTAV_R                         |
| 8417110         | Health Science 2/Level 2              | 11                  | ACT Combo                       |
| 8417110         | Health Science 2/Level 2              | 12                  | ACT Combo                       |
| 8417120         | Health and Wellness 3, Level 2        | 10                  | NFTAV_R                         |
| 8417120         | Health and Wellness 3, Level 2        | 11                  | ACT Combo                       |
| 8417120         | Health and Wellness 3, Level 2        | 12                  | ACT Combo                       |
| 8417141         | Dental Aide 3/Level 2                 | 10                  | NFTAV_R                         |
| 8417141         | Dental Aide 3/Level 2                 | 11                  | ACT Combo                       |
| 8417141         | Dental Aide 3/Level 2                 | 12                  | ACT Combo                       |
| 8417171         | Emergency Medical Responder 3/Level 2 | 10                  | NFTAV_R                         |
| 8417171         | Emergency Medical Responder 3/Level 2 | 12                  | ACT Combo                       |
| 8500120         | Personal and Family Finance/Level 2   | 8                   | NFTAV_R-M                       |
| 8500120         | Personal and Family Finance/Level 2   | 9                   | NFTAV_R                         |
| 8500120         | Personal and Family Finance/Level 2   | 10                  | NFTAV_R                         |
| 8500120         | Personal and Family Finance/Level 2   | 11                  | ACT Combo                       |
| 8500120         | Personal and Family Finance/Level 2   | 12                  | ACT Combo                       |
| 8500230         | Personal Development                  | 7                   | NFTAV_R-M                       |
| 8500230         | Personal Development                  | 8                   | NFTAV_R-M                       |
| 8500300         | Parenting Skills/Level 2              | 7                   | NFTAV_R-M                       |
| 8500300         | Parenting Skills/Level 2              | 9                   | NFTAV_R                         |
| 8500300         | Parenting Skills/Level 2              | 10                  | NFTAV_R                         |
| 8500300         | Parenting Skills/Level 2              | 11                  | ACT Combo                       |
| 8500300         | Parenting Skills/Level 2              | 12                  | ACT Combo                       |
| 8500310         | Child Development/Level 2             | 8                   | NFTAV_R-M                       |
| 8500310         | Child Development/Level 2             | 9                   | NFTAV_R                         |
| 8500310         | Child Development/Level 2             | 10                  | NFTAV_R                         |
| 8500310         | Child Development/Level 2             | 11                  | ACT Combo                       |
| 8500310         | Child Development/Level 2             | 12                  | ACT Combo                       |
| 8500345         | Family Dynamics/Level 2               | 11                  | ACT Combo                       |
| 8500345         | Family Dynamics/Level 2               | 12                  | ACT Combo                       |
| 8500355         | Nutrition and Wellness/Level 2        | 9                   | NFTAV_R                         |
| 8500355         | Nutrition and Wellness/Level 2        | 10                  | NFTAV_R                         |
| 8500355         | Nutrition and Wellness/Level 2        | 11                  | ACT Combo                       |
| 8500355         | Nutrition and Wellness/Level 2        | 12                  | ACT Combo                       |
| 8500380         | Fabric Construction/Level 2           | 9                   | NFTAV_R                         |

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|-----------------|------------------------------------------------|---------------------|---------------------------------|
| 8500380         | Fabric Construction/Level 2                    | 10                  | NFTAV_R                         |
| 8500380         | Fabric Construction/Level 2                    | 11                  | ACT Combo                       |
| 8500380         | Fabric Construction/Level 2                    | 12                  | ACT Combo                       |
| 8500390         | Principles Of Food Preparation/Level 2         | 9                   | NFTAV_R                         |
| 8500390         | Principles Of Food Preparation/Level 2         | 10                  | NFTAV_R                         |
| 8500390         | Principles Of Food Preparation/Level 2         | 11                  | ACT Combo                       |
| 8500390         | Principles Of Food Preparation/Level 2         | 12                  | ACT Combo                       |
| 8500395         | Food Science Safety and Technology/Level 2     | 9                   | NFTAV_R                         |
| 8500395         | Food Science Safety and Technology/Level 2     | 10                  | NFTAV_R                         |
| 8500395         | Food Science Safety and Technology/Level 2     | 11                  | ACT Combo                       |
| 8500395         | Food Science Safety and Technology/Level 2     | 12                  | ACT Combo                       |
| 8506405         | Design Services Core/Level 2                   | 9                   | NFTAV_R                         |
| 8506405         | Design Services Core/Level 2                   | 10                  | NFTAV_R                         |
| 8506405         | Design Services Core/Level 2                   | 11                  | ACT Combo                       |
| 8506405         | Design Services Core/Level 2                   | 12                  | ACT Combo                       |
| 8506410         | Principles of Fashion Design Services/Level 2  | 9                   | NFTAV_R                         |
| 8506410         | Principles of Fashion Design Services/Level 2  | 10                  | NFTAV_R                         |
| 8506410         | Principles of Fashion Design Services/Level 2  | 11                  | ACT Combo                       |
| 8506410         | Principles of Fashion Design Services/Level 2  | 12                  | ACT Combo                       |
| 8506420         | Pattern Design Techniques/Level 2              | 9                   | NFTAV_R                         |
| 8506420         | Pattern Design Techniques/Level 2              | 10                  | NFTAV_R                         |
| 8506420         | Pattern Design Techniques/Level 2              | 11                  | ACT Combo                       |
| 8506420         | Pattern Design Techniques/Level 2              | 12                  | ACT Combo                       |
| 8506430         | Fashion Design Specialist/Level 3              | 11                  | ACT Combo                       |
| 8506430         | Fashion Design Specialist/Level 3              | 12                  | ACT Combo                       |
| 8506540         | Principles of Interior Design Services/Level 2 | 9                   | NFTAV_R                         |
| 8506540         | Principles of Interior Design Services/Level 2 | 10                  | NFTAV_R                         |
| 8506540         | Principles of Interior Design Services/Level 2 | 11                  | ACT Combo                       |
| 8506540         | Principles of Interior Design Services/Level 2 | 12                  | ACT Combo                       |
| 8506550         | Interior Design Techniques/Level 2             | 10                  | NFTAV_R                         |
| 8506550         | Interior Design Techniques/Level 2             | 11                  | ACT Combo                       |
| 8506550         | Interior Design Techniques/Level 2             | 12                  | ACT Combo                       |
| 8506560         | Interior Design Specialist/Level 3             | 11                  | ACT Combo                       |
| 8506560         | Interior Design Specialist/Level 3             | 12                  | ACT Combo                       |
| 8600020         | Exploring Technology                           | 7                   | NFTAV_R-M                       |
| 8600020         | Exploring Technology                           | 8                   | NFTAV_R-M                       |
| 8600020         | Exploring Technology                           | 9                   | NFTAV_R                         |
| 8600030         | Exploration of Communications Technology       | 7                   | NFTAV_R-M                       |
| 8600030         | Exploration of Communications Technology       | 8                   | NFTAV_R-M                       |
| 8600040         | Exploration of Production Technology           | 7                   | NFTAV_R-M                       |

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| <b>Course #</b> | <b>Course Name</b>                                    | <b>Course Grade</b> | <b>IPPAS Assessment Measure</b> |
|-----------------|-------------------------------------------------------|---------------------|---------------------------------|
| 8600040         | Exploration of Production Technology                  | 8                   | NFTAV_R-M                       |
| 8600260         | Introduction to GIS/RS Technology/Level 2             | 9                   | NFTAV_R                         |
| 8600260         | Introduction to GIS/RS Technology/Level 2             | 10                  | NFTAV_R                         |
| 8600260         | Introduction to GIS/RS Technology/Level 2             | 11                  | ACT Combo                       |
| 8600260         | Introduction to GIS/RS Technology/Level 2             | 12                  | ACT Combo                       |
| 8600270         | Essential GIS/RS Tools and Processes/Level 2          | 10                  | NFTAV_R                         |
| 8600270         | Essential GIS/RS Tools and Processes/Level 2          | 11                  | ACT Combo                       |
| 8600270         | Essential GIS/RS Tools and Processes/Level 2          | 12                  | ACT Combo                       |
| 8600280         | GIS/RS Analysis and Modeling/Level 2                  | 11                  | ACT Combo                       |
| 8600280         | GIS/RS Analysis and Modeling/Level 2                  | 12                  | ACT Combo                       |
| 8600520         | Principles of Engineering/Level 3                     | 10                  | NFTAV_R                         |
| 8600530         | Digital Electronics/Level 3                           | 11                  | ACT Combo                       |
| 8600550         | Introduction to Engineering Design/Level 3            | 8                   | NFTAV_R-M                       |
| 8600550         | Introduction to Engineering Design/Level 3            | 9                   | NFTAV_R                         |
| 8600620         | Aerospace Engineering                                 | 12                  | ACT Combo                       |
| 8600650         | Engineering Design and Development/Level 3            | 12                  | ACT Combo                       |
| 8601020         | Communications Technology 2/Level 3                   | 10                  | NFTAV_R                         |
| 8601020         | Communications Technology 2/Level 3                   | 11                  | ACT Combo                       |
| 8601020         | Communications Technology 2/Level 3                   | 12                  | ACT Combo                       |
| 8601030         | Communications Technology 3/Level 3                   | 10                  | NFTAV_R                         |
| 8601030         | Communications Technology 3/Level 3                   | 11                  | ACT Combo                       |
| 8601030         | Communications Technology 3/Level 3                   | 12                  | ACT Combo                       |
| 8601110         | Materials and Processes Technology 1                  | 10                  | NFTAV_R                         |
| 8601900         | Advanced Technology Applications/Level 3              | 9                   | NFTAV_R                         |
| 8601900         | Advanced Technology Applications/Level 3              | 12                  | ACT Combo                       |
| 8709010         | Automotive Collision Repair and Refinishing 1/Level 2 | 9                   | NFTAV_R                         |
| 8709010         | Automotive Collision Repair and Refinishing 1/Level 2 | 10                  | NFTAV_R                         |
| 8709010         | Automotive Collision Repair and Refinishing 1/Level 2 | 11                  | ACT Combo                       |
| 8709010         | Automotive Collision Repair and Refinishing 1/Level 2 | 12                  | ACT Combo                       |
| 8709020         | Automotive Collision Repair and Refinishing 2/Level 2 | 9                   | NFTAV_R                         |
| 8709020         | Automotive Collision Repair and Refinishing 2/Level 2 | 10                  | NFTAV_R                         |
| 8709020         | Automotive Collision Repair and Refinishing 2/Level 2 | 11                  | ACT Combo                       |
| 8709020         | Automotive Collision Repair and Refinishing 2/Level 2 | 12                  | ACT Combo                       |
| 8709030         | Automotive Collision Repair and Refinishing 3/Level 2 | 9                   | NFTAV_R                         |
| 8709030         | Automotive Collision Repair and Refinishing 3/Level 2 | 10                  | NFTAV_R                         |
| 8709030         | Automotive Collision Repair and Refinishing 3/Level 2 | 11                  | ACT Combo                       |
| 8709030         | Automotive Collision Repair and Refinishing 3/Level 2 | 12                  | ACT Combo                       |
| 8709040         | Automotive Collision Repair and Refinishing 4/Level 2 | 11                  | ACT Combo                       |
| 8709040         | Automotive Collision Repair and Refinishing 4/Level 2 | 12                  | ACT Combo                       |
| 8709050         | Automotive Collision Repair and Refinishing 5/Level 2 | 11                  | ACT Combo                       |

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|-----------------|---------------------------------------------------------|---------------------|---------------------------------|
| 8709050         | Automotive Collision Repair and Refinishing 5/Level 2   | 12                  | ACT Combo                       |
| 8709060         | Automotive Collision Repair and Refinishing 6/Level 2   | 12                  | ACT Combo                       |
| 8709430         | Automotive Service Technology 3/Level 2                 | 9                   | NFTAV_R                         |
| 8709430         | Automotive Service Technology 3/Level 2                 | 10                  | NFTAV_R                         |
| 8709430         | Automotive Service Technology 3/Level 2                 | 11                  | ACT Combo                       |
| 8709430         | Automotive Service Technology 3/Level 2                 | 12                  | ACT Combo                       |
| 8709440         | Automotive Service Technology 4/Level 2                 | 10                  | NFTAV_R                         |
| 8709440         | Automotive Service Technology 4/Level 2                 | 11                  | ACT Combo                       |
| 8709440         | Automotive Service Technology 4/Level 2                 | 12                  | ACT Combo                       |
| 8709450         | Automotive Service Technology 5/Level 2                 | 10                  | NFTAV_R                         |
| 8709450         | Automotive Service Technology 5/Level 2                 | 11                  | ACT Combo                       |
| 8709450         | Automotive Service Technology 5/Level 2                 | 12                  | ACT Combo                       |
| 8709460         | Automotive Service Technology 6/Level 2                 | 11                  | ACT Combo                       |
| 8709460         | Automotive Service Technology 6/Level 2                 | 12                  | ACT Combo                       |
| 8709470         | Automotive Service Technology 7/Level 3                 | 11                  | ACT Combo                       |
| 8709470         | Automotive Service Technology 7/Level 3                 | 12                  | ACT Combo                       |
| 8713010         | Air Conditioning and Refrigeration Technology 1/Level 2 | 9                   | NFTAV_R                         |
| 8713010         | Air Conditioning and Refrigeration Technology 1/Level 2 | 10                  | NFTAV_R                         |
| 8713010         | Air Conditioning and Refrigeration Technology 1/Level 2 | 11                  | ACT Combo                       |
| 8713010         | Air Conditioning and Refrigeration Technology 1/Level 2 | 12                  | ACT Combo                       |
| 8713020         | Air Conditioning and Refrigeration Technology 2/Level 2 | 10                  | NFTAV_R                         |
| 8713020         | Air Conditioning and Refrigeration Technology 2/Level 2 | 11                  | ACT Combo                       |
| 8713020         | Air Conditioning and Refrigeration Technology 2/Level 2 | 12                  | ACT Combo                       |
| 8713030         | Air Conditioning and Refrigeration Technology 3/Level 2 | 11                  | ACT Combo                       |
| 8713030         | Air Conditioning and Refrigeration Technology 3/Level 2 | 12                  | ACT Combo                       |
| 8713040         | Air Conditioning and Refrigeration Technology 4/Level 2 | 12                  | ACT Combo                       |
| 8720310         | Building Construction Technologies 1/Level 2            | 8                   | NFTAV_R-M                       |
| 8720310         | Building Construction Technologies 1/Level 2            | 9                   | NFTAV_R                         |
| 8720310         | Building Construction Technologies 1/Level 2            | 10                  | NFTAV_R                         |
| 8720310         | Building Construction Technologies 1/Level 2            | 11                  | ACT Combo                       |
| 8720310         | Building Construction Technologies 1/Level 2            | 12                  | ACT Combo                       |
| 8720320         | Building Construction Technologies 2/Level 2            | 9                   | NFTAV_R                         |
| 8720320         | Building Construction Technologies 2/Level 2            | 10                  | NFTAV_R                         |
| 8720320         | Building Construction Technologies 2/Level 2            | 11                  | ACT Combo                       |
| 8720320         | Building Construction Technologies 2/Level 2            | 12                  | ACT Combo                       |
| 8720330         | Building Construction Technologies 3/Level 3            | 10                  | NFTAV_R                         |
| 8720330         | Building Construction Technologies 3/Level 3            | 11                  | ACT Combo                       |
| 8720330         | Building Construction Technologies 3/Level 3            | 12                  | ACT Combo                       |
| 8725010         | Drafting 1/Level 2                                      | 9                   | NFTAV_R                         |
| 8725010         | Drafting 1/Level 2                                      | 10                  | NFTAV_R                         |

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|-----------------|----------------------------------------------|---------------------|---------------------------------|
| 8725010         | Drafting 1/Level 2                           | 11                  | ACT Combo                       |
| 8725010         | Drafting 1/Level 2                           | 12                  | ACT Combo                       |
| 8725020         | Drafting 2/Level 2                           | 10                  | NFTAV_R                         |
| 8725020         | Drafting 2/Level 2                           | 11                  | ACT Combo                       |
| 8725020         | Drafting 2/Level 2                           | 12                  | ACT Combo                       |
| 8725030         | Drafting 3/Level 3                           | 11                  | ACT Combo                       |
| 8725030         | Drafting 3/Level 3                           | 12                  | ACT Combo                       |
| 8725040         | Drafting 4/Level 3                           | 12                  | ACT Combo                       |
| 8772110         | Television Production 1/Level 2              | 8                   | NFTAV_R-M                       |
| 8772110         | Television Production 1/Level 2              | 9                   | NFTAV_R                         |
| 8772110         | Television Production 1/Level 2              | 10                  | NFTAV_R                         |
| 8772110         | Television Production 1/Level 2              | 11                  | ACT Combo                       |
| 8772110         | Television Production 1/Level 2              | 12                  | ACT Combo                       |
| 8772120         | Television Production 2/Level 2              | 9                   | NFTAV_R                         |
| 8772120         | Television Production 2/Level 2              | 10                  | NFTAV_R                         |
| 8772120         | Television Production 2/Level 2              | 11                  | ACT Combo                       |
| 8772120         | Television Production 2/Level 2              | 12                  | ACT Combo                       |
| 8772130         | Television Production 3/Level 3              | 10                  | NFTAV_R                         |
| 8772130         | Television Production 3/Level 3              | 11                  | ACT Combo                       |
| 8772130         | Television Production 3/Level 3              | 12                  | ACT Combo                       |
| 8772140         | Television Production 4/Level 3              | 10                  | NFTAV_R                         |
| 8772140         | Television Production 4/Level 3              | 11                  | ACT Combo                       |
| 8772140         | Television Production 4/Level 3              | 12                  | ACT Combo                       |
| 8772150         | Television Production 5/Level 3              | 12                  | ACT Combo                       |
| 8772160         | Television Production 6/Level 3              | 12                  | ACT Combo                       |
| 8800100         | Marketing Education Directed Study           | 12                  | ACT Combo                       |
| 8800410         | Marketing Cooperative Education- OJT/Level 2 | 11                  | ACT Combo                       |
| 8800410         | Marketing Cooperative Education- OJT/Level 2 | 12                  | ACT Combo                       |
| 8800510         | Culinary Arts 1/Level 2                      | 9                   | NFTAV_R                         |
| 8800510         | Culinary Arts 1/Level 2                      | 10                  | NFTAV_R                         |
| 8800510         | Culinary Arts 1/Level 2                      | 11                  | ACT Combo                       |
| 8800510         | Culinary Arts 1/Level 2                      | 12                  | ACT Combo                       |
| 8800520         | Culinary Arts 2/Level 2                      | 9                   | NFTAV_R                         |
| 8800520         | Culinary Arts 2/Level 2                      | 10                  | NFTAV_R                         |
| 8800520         | Culinary Arts 2/Level 2                      | 11                  | ACT Combo                       |
| 8800520         | Culinary Arts 2/Level 2                      | 12                  | ACT Combo                       |
| 8800530         | Culinary Arts 3/Level 2                      | 9                   | NFTAV_R                         |
| 8800530         | Culinary Arts 3/Level 2                      | 10                  | NFTAV_R                         |
| 8800530         | Culinary Arts 3/Level 2                      | 11                  | ACT Combo                       |
| 8800530         | Culinary Arts 3/Level 2                      | 12                  | ACT Combo                       |

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|-----------------|-----------------------------------------------------|---------------------|---------------------------------|
| 8800540         | Culinary Arts 4/Level 3                             | 11                  | ACT Combo                       |
| 8800540         | Culinary Arts 4/Level 3                             | 12                  | ACT Combo                       |
| 8809200         | Fundamentals of Culinary Careers                    | 7                   | NFTAV_R-M                       |
| 8809200         | Fundamentals of Culinary Careers                    | 8                   | NFTAV_R-M                       |
| 8809200         | Fundamentals of Culinary Careers                    | 9                   | NFTAV_R                         |
| 8815110         | Financial Operations/Level 3                        | 10                  | NFTAV_R                         |
| 8815110         | Financial Operations/Level 3                        | 12                  | ACT Combo                       |
| 8815120         | Personal Financial Planning/Level 3                 | 10                  | NFTAV_R                         |
| 8815120         | Personal Financial Planning/Level 3                 | 11                  | ACT Combo                       |
| 8815120         | Personal Financial Planning/Level 3                 | 12                  | ACT Combo                       |
| 8815150         | Finance and Business Technology/Level 2             | 9                   | NFTAV_R                         |
| 8815150         | Finance and Business Technology/Level 2             | 10                  | NFTAV_R                         |
| 8827110         | Marketing Essentials/Level 2                        | 9                   | NFTAV_R                         |
| 8827110         | Marketing Essentials/Level 2                        | 10                  | NFTAV_R                         |
| 8827110         | Marketing Essentials/Level 2                        | 11                  | ACT Combo                       |
| 8827110         | Marketing Essentials/Level 2                        | 12                  | ACT Combo                       |
| 8827120         | Marketing Applications/Level 2                      | 10                  | NFTAV_R                         |
| 8827120         | Marketing Applications/Level 2                      | 11                  | ACT Combo                       |
| 8827120         | Marketing Applications/Level 2                      | 12                  | ACT Combo                       |
| 8827130         | Marketing Management/Level 2                        | 11                  | ACT Combo                       |
| 8827130         | Marketing Management/Level 2                        | 12                  | ACT Combo                       |
| 8845120         | Travel and Tourism Marketing and Management/Level 3 | 10                  | NFTAV_R                         |
| 8845120         | Travel and Tourism Marketing and Management/Level 3 | 11                  | ACT Combo                       |
| 8845120         | Travel and Tourism Marketing and Management/Level 3 | 12                  | ACT Combo                       |
| 8845140         | Computer Technology for Travel and Tourism/Level 2  | 10                  | NFTAV_R                         |
| 8845140         | Computer Technology for Travel and Tourism/Level 2  | 11                  | ACT Combo                       |
| 8845140         | Computer Technology for Travel and Tourism/Level 2  | 12                  | ACT Combo                       |
| 8850110         | Introduction to Hospitality and Tourism/Level 2     | 9                   | NFTAV_R                         |
| 8850110         | Introduction to Hospitality and Tourism/Level 2     | 10                  | NFTAV_R                         |
| 8850110         | Introduction to Hospitality and Tourism/Level 2     | 11                  | ACT Combo                       |
| 8850110         | Introduction to Hospitality and Tourism/Level 2     | 12                  | ACT Combo                       |
| 8909010         | Teacher Assisting 1/Level 2                         | 9                   | NFTAV_R                         |
| 8909010         | Teacher Assisting 1/Level 2                         | 10                  | NFTAV_R                         |
| 8909010         | Teacher Assisting 1/Level 2                         | 12                  | ACT Combo                       |
| 8909020         | Teacher Assisting 2/Level 2                         | 11                  | ACT Combo                       |
| 8909030         | Teacher Assisting 3/Level 2                         | 12                  | ACT Combo                       |
| 8909040         | Teacher Assisting 4                                 | 10                  | NFTAV_R                         |
| 8918010         | Criminal Justice Operations 1/Level 2               | 9                   | NFTAV_R                         |
| 8918010         | Criminal Justice Operations 1/Level 2               | 10                  | NFTAV_R                         |
| 8918010         | Criminal Justice Operations 1/Level 2               | 11                  | ACT Combo                       |

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|-----------------|----------------------------------------------------------------------|---------------------|---------------------------------|
| 8918010         | Criminal Justice Operations 1/Level 2                                | 12                  | ACT Combo                       |
| 8918020         | Criminal Justice Operations 2/Level 2                                | 10                  | NFTAV_R                         |
| 8918020         | Criminal Justice Operations 2/Level 2                                | 11                  | ACT Combo                       |
| 8918020         | Criminal Justice Operations 2/Level 2                                | 12                  | ACT Combo                       |
| 8918030         | Criminal Justice Operations 3/Level 3                                | 11                  | ACT Combo                       |
| 8918030         | Criminal Justice Operations 3/Level 3                                | 12                  | ACT Combo                       |
| 8918040         | Criminal Justice Operations 4                                        | 9                   | NFTAV_R                         |
| 9001110         | Foundations of Web Design/Level 3                                    | 9                   | NFTAV_R                         |
| 9001110         | Foundations of Web Design/Level 3                                    | 10                  | NFTAV_R                         |
| 9001110         | Foundations of Web Design/Level 3                                    | 11                  | ACT Combo                       |
| 9001110         | Foundations of Web Design/Level 3                                    | 12                  | ACT Combo                       |
| 9001120         | User Interface Design/Level 3                                        | 10                  | NFTAV_R                         |
| 9001120         | User Interface Design/Level 3                                        | 11                  | ACT Combo                       |
| 9001120         | User Interface Design/Level 3                                        | 12                  | ACT Combo                       |
| 9001160         | Interactivity Essentials/Level 3                                     | 11                  | ACT Combo                       |
| 9001160         | Interactivity Essentials/Level 3                                     | 12                  | ACT Combo                       |
| 9001420         | Technology Support Services - Client Systems                         | 9                   | NFTAV_R                         |
| 9007230         | Object-Oriented Programing Fundamentals                              | 9                   | NFTAV_R                         |
| 9007510         | Web Programming                                                      | 10                  | NFTAV_R                         |
| 9100110         | Orientation to Career and Technical Occupations and Career Planning  | 7                   | NFTAV_R-M                       |
| 9100110         | Orientation to Career and Technical Occupations and Career Planning  | 8                   | NFTAV_R-M                       |
| 9100110         | Orientation to Career and Technical Occupations and Career Planning  | 9                   | NFTAV_R                         |
| 9100210         | Exploration of Career and Technical Occupations                      | 6                   | NFTAV_R-M                       |
| 9200110         | Automation and Production Technology 1, Level 2                      | 9                   | NFTAV_R                         |
| 9200110         | Automation and Production Technology 1, Level 2                      | 10                  | NFTAV_R                         |
| 9200110         | Automation and Production Technology 1, Level 2                      | 11                  | ACT Combo                       |
| 9200110         | Automation and Production Technology 1, Level 2                      | 12                  | ACT Combo                       |
| 9200120         | Automation and Production Technology 2, Level 2                      | 10                  | NFTAV_R                         |
| 9200120         | Automation and Production Technology 2, Level 2                      | 11                  | ACT Combo                       |
| 9200120         | Automation and Production Technology 2, Level 2                      | 12                  | ACT Combo                       |
| 9200130         | Automation and Production Technology 3, Level 3                      | 11                  | ACT Combo                       |
| 9200130         | Automation and Production Technology 3, Level 3                      | 12                  | ACT Combo                       |
| 9260350         | Introduction to Manufacturing                                        | 7                   | NFTAV_R-M                       |
| 9410110         | Foundations of Robotics/Level 3                                      | 9                   | NFTAV_R                         |
| 9410110         | Foundations of Robotics/Level 3                                      | 10                  | NFTAV_R                         |
| 9410110         | Foundations of Robotics/Level 3                                      | 11                  | ACT Combo                       |
| 9410110         | Foundations of Robotics/Level 3                                      | 12                  | ACT Combo                       |
| 9410120         | Applied Robotics                                                     | 10                  | NFTAV_R                         |
| 9500420         | Transportation, Distribution and Logistics Cooperative Education OJT | 12                  | ACT Combo                       |
| 9504110         | Automotive Maintenance and Light Repair 1/Level 2                    | 9                   | NFTAV_R                         |

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| 9504110         | Automotive Maintenance and Light Repair 1/Level 2 | 10                  | NFTAV_R                         |
| 9504110         | Automotive Maintenance and Light Repair 1/Level 2 | 11                  | ACT Combo                       |
| 9504110         | Automotive Maintenance and Light Repair 1/Level 2 | 12                  | ACT Combo                       |
| 9504120         | Automotive Maintenance and Light Repair 2         | 10                  | NFTAV_R                         |
| 9504130         | Automotive Maintenance and Light Repair 3         | 10                  | NFTAV_R                         |
| 9504210         | Outboard Marine Service 1                         | 9                   | NFTAV_R                         |
| 9504220         | Outboard Marine Service 2                         | 10                  | NFTAV_R                         |
| 9504230         | Outboard Marine Service 3                         | 10                  | NFTAV_R                         |
| 9504240         | Outboard Marine Service 4                         | 11                  | ACT Combo                       |
| 9504250         | Advanced Marine Technology 1                      | 11                  | ACT Combo                       |
| 9504260         | Advanced Marine Technology 2                      | 12                  | ACT Combo                       |
| 9504270         | Outboard Marine Service Capstone 5                | 11                  | ACT Combo                       |
| 9900001         | Adult Basic Education Mathematics                 | 7                   | NFTAV_M                         |
| 9900002         | Adult Basic Education Reading                     | 8                   | NFTAV_R                         |
| 9900003         | Adult Basic Education Language                    | 9                   | NFTAV_R                         |
| 9900131         | GED Reasoning Through Language Arts               | 7                   | NFTAV_R                         |
| 9900135         | GED Preparation Comprehensive                     | 6                   | NFTAV_R-M                       |
| 9900135         | GED Preparation Comprehensive                     | 7                   | NFTAV_R                         |
| 9900135         | GED Preparation Comprehensive                     | 7                   | NFTAV_M                         |
| 9900135         | GED Preparation Comprehensive                     | 8                   | NFTAV_R-M                       |
| 9900135         | GED Preparation Comprehensive                     | 9                   | NFTAV_R                         |
| 9900135         | GED Preparation Comprehensive                     | 10                  | NFTAV_R                         |
| 9900135         | GED Preparation Comprehensive                     | 11                  | ACT Combo                       |
| 9900135         | GED Preparation Comprehensive                     | 12                  | ACT Combo                       |



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Superintendent  
Brevard Public Schools

Mr. Robin L. Novelli  
Director  
Office of High  
School Programs

Dr. Patricia Fontan  
Director  
ESE Administrative  
Support Services  
ADA/Section 504 Coordinator

School Board of Brevard County  
2700 Judge Fran Jamieson Way  
Viera, Florida 32940-6601  
(321) 633-1000

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Office of Employee Benefits and Risk Management

Mr. James C. Hickey, Director  
Human Resources Services and Labor Relations

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Viera, Florida 32940-6601  
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