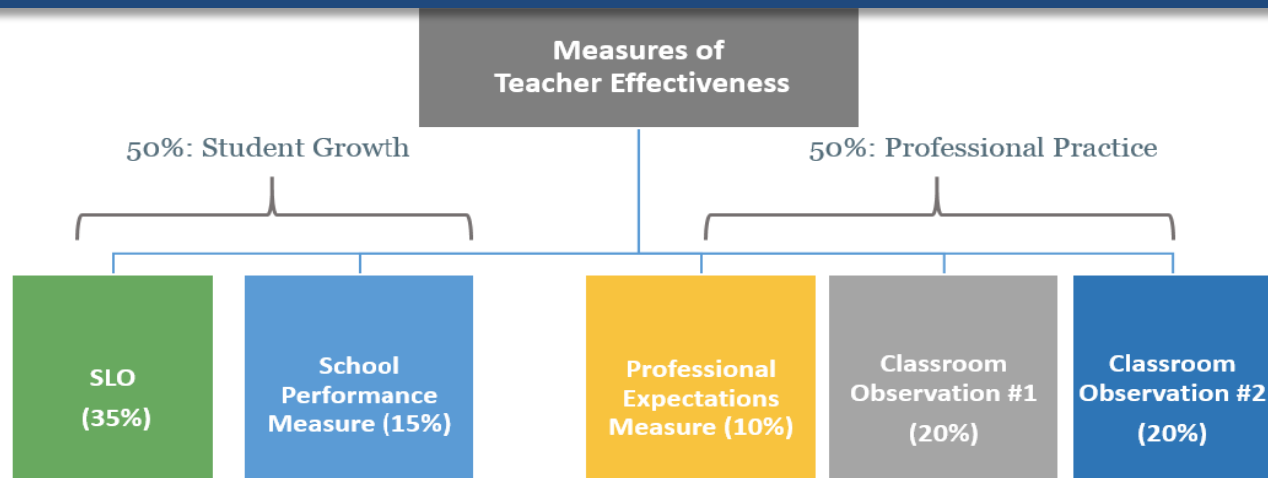


2021-22 Teacher Effectiveness Evaluation Annual Evaluation Overview



Student Learning Objectives (SLO)

- SLOs are academic goals for student learning, customized to a teacher's particular students
- SLOs are designed to support instruction and measure student progress for teacher evaluation

School Performance Measure (SPM)

- SPM considers learning environment, achievement and student growth or college/career readiness
- Because SPM data are lagged and due to the impacts of COVID-19, insufficient 2020-21 data is available to calculate SPM scores

Professional Expectations

- This measure provides feedback on a teacher's professional practice and consists of 16 indicators that are grouped into the following four competencies:
 - Communication
 - Professionalism
 - Professional Practice
 - District Expectations

Classroom Observations

- Teachers are observed on the seven TEACH key actions of the Instructional Framework
- This score averages the two-to three formal observations during the school year
- Formal observations are completed by qualified observers

Calculating Annual Evaluation Ratings: An Example

Component	Raw score	Scale of raw scores	Scaled score (100-pt scale)	Weight	Weighted score
Classroom Observations The formal observation ratings from 2 or 3 formal observations are on a scale of 1 to 4	3.25	4	81.25 (3.25 x 25) Multiply by 25 = 100-pt scale	40%	32.500 (81.25 x .40)
Professional Expectations Because professional expectations are rated on a 64-point scale (16 indicators each rated on a scale of 1-4), the multiplier is $100 \div 64 = 1.5625$. This is the same as $54 \div 64 \times 100$ (i.e. like grading assignments)	54	64	84.375 (54 ÷ 64 x 100) Score is on a 64-point scale; 54/64	10%	8.4375 (84.38 x .10)
Student Learning Objectives Completed SLOs are scored on a scale of 54 to 100	77	100	77 Already on 100-pt scale	35%	26.95 (77 x .35)
School Performance Measure The SPM score is on a 100-pt scale	46.78	100	46.78 Already on 100-pt scale	15%	7.017 (46.78 x .15)
Overall weighted score					74.905
Overall weighted score (rounded)					75

Final effectiveness rating	Overall score range
Highly effective	86 and above
Effective	70 to 85
Developing	55 to 69
Ineffective	54 and below

The teacher in this example would be rated "Effective," based on the rounded overall weighted score of 75.

For more information on calculating evaluation ratings, please visit [the district webpage](#).