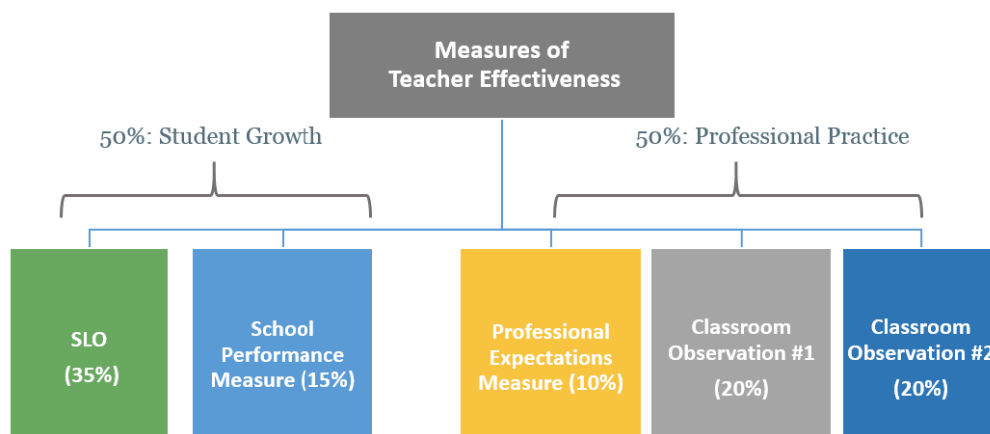


2023-24 Teacher Effectiveness Evaluation

Reweighting Performance Components



2023-24 Teacher Effectiveness Evaluation

For those teachers in the unique situation where performance data is absent from one or more evaluative components, the remaining components are used to calculate the annual evaluation score using different weights.

Examples where performance data may not be available include:

- **Student Learning Objectives (SLOs):** Teachers with an approved SLO exemption* for this year will not have an SLO component in their annual evaluation. Their formal observations will be weighted at 70%, professional expectations will be weighted at 15%, and SPM will remain 15%. *(see chart below)*
- **School Performance Measure (SPM):** SPM is not available for SY 2023-24 annual evaluations as we assess ways to account for school performance following several years of instructional and assessment shifts in the district and state. Similar to earlier years when SPM was not available for a teacher’s annual evaluation, formal observations will be weighted at 50%, professional expectations will be weighted at 15%, and SLO will remain 35%. *(see chart below)*

Weighting components for the 2023-24 school year Teacher Effectiveness Evaluation			
SLO Weight 35%	SPM Weight 15%	Formal Observation Weight 40%	Professional Expectations Weight 10%
35%	Not Applicable	50%	15%
Exempt	Not Applicable	70%	30%
35%	Not Applicable	65%	Not Available
Exempt	15%	70%	15%
35%	15%	50%	Not Available

A teacher needs two formal observations to support an annual evaluation. If performance data is not available for the minimum of two formal observations for teachers hired by the start of the school year, the teacher is considered to have effective performance for their evaluation. This evaluation is designed to include multiple components; if performance data is only available for one component, the teacher is considered to have effective performance for their evaluation.

*SLO exemption requests must be approved for the school year. Guidance criteria include: Teacher has less than 10 students, is on approved leave a significant portion of the SLO window, or has an assignment change on or after October 31st of that school year.

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