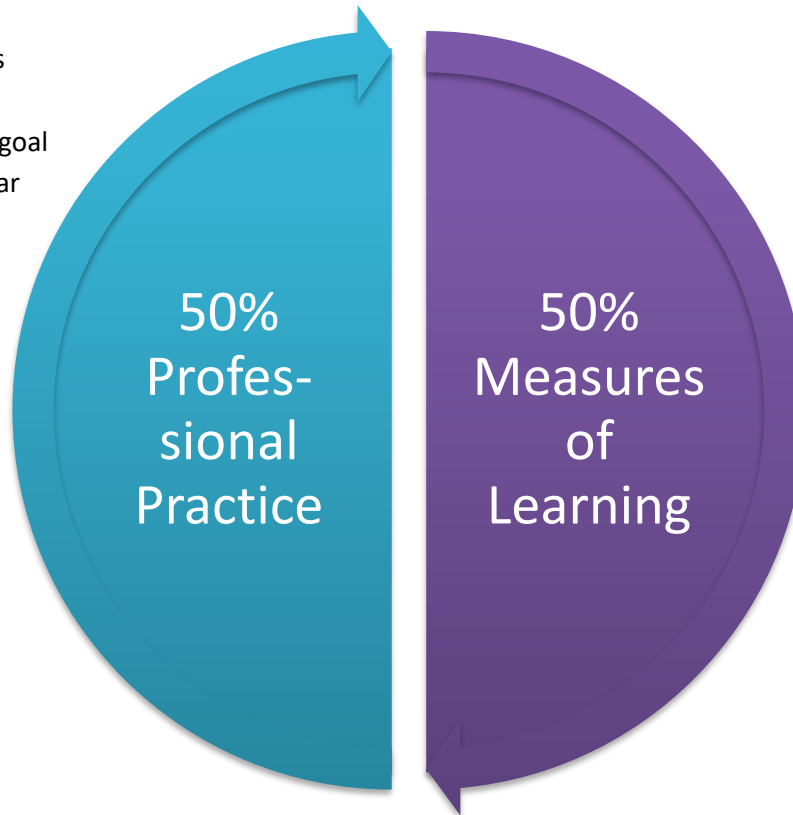


WPSD Certified Staff Educator Effectiveness System



Professional Practice:

- ❖ Rubrics
 - Classroom Teacher/SPED Teacher
 - Principal/Assistant Principal
 - Special Service Professionals
 - Library Media Specialists
 - Instructional/Learning Coaches
- ❖ Professional Practice Goal
 - Minimum requirement of one goal with a mid-year and end-of-year reflection
 - Approved by evaluator
- ❖ Input
 - Professional Interactions
 - Classroom Observations
 - Walk-Throughs
 - Perception Surveys
- ❖ Major Timelines
 - Professional Practice Goal
 - Written & Approved by the end of October
 - Reflection in January
 - Evaluation in May
 - Rubric
 - Self-Assessment
 - Evaluator Assessment
 - Final Rating in May
 - Perception Survey
 - Completed in March



Measures of Learning:

- 20% School Performance Framework
 - ❖ All Certified Staff
- 80% Individual Measures
 - ❖ Classroom Teachers
 - Highest of 3 “Looks”
 - Measures of Student Learning
 - Minimum requirement of one MSL approved by evaluator
 - Grounded in quality assessment(s) with data points
 - Set to ambitious and achievable target score(s) with a defined scoring plan
 - ❖ All Other Positions
 - At least two measures of learning, aligned to individual roles and duties, approved by evaluator
 - Grounded in Standards/WPSD Strategic Plan/UIP
 - Set to ambitious and achievable target scores with a defined scoring plan
 - ❖ Major Timelines
 - Growth Objectives finalized by the end of October
 - Mid-year reflection in January
 - Final rating in May