

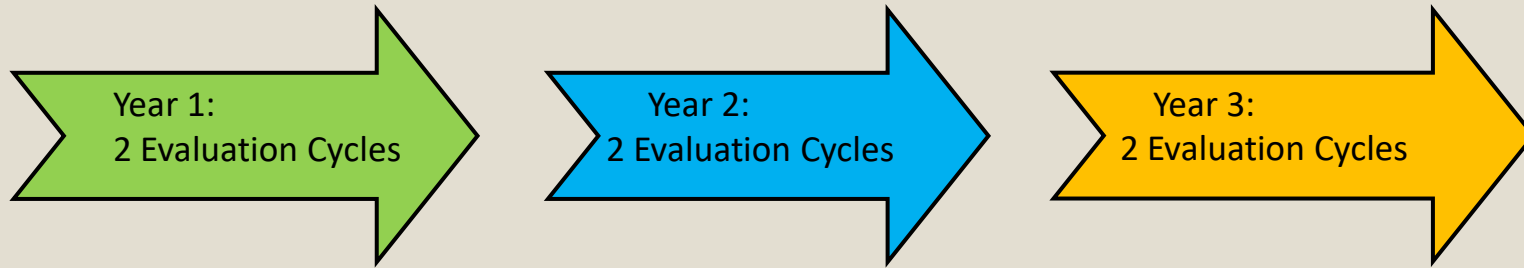


# EDUCATOR EVALUATION

# Why are there changes?

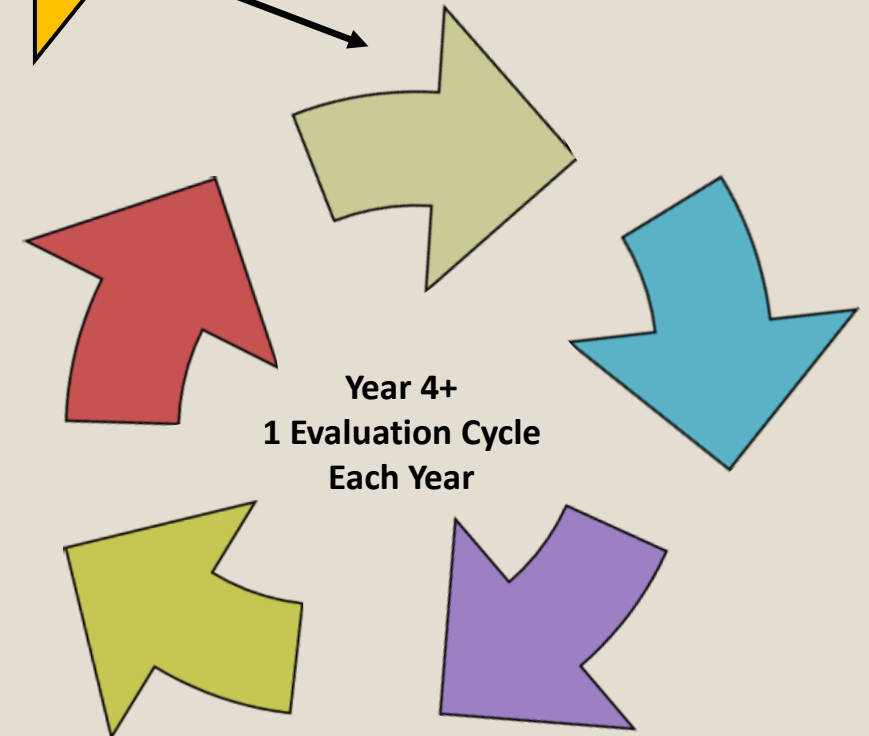
- Increase clarity and congruence across the District
- Incorporate projected adjustments from USBE
- Reflect capacity building approach

# GSD Educator Evaluation Process



**“Provisional Educator” Evaluation Timeline**

**“Career Educator” Evaluation Cycle**  
No more Formative or Summative



# Process - FALL

- Orientation: no later than 20 days after school begins and at least 15 days prior to the first evaluation
- Due by September 30
  - Self Assessment (Frontline)
  - Goal Setting (Frontline)

# Process - FALL

- Classroom Observation
- Lesson Design Review
- Other Observations: PLCs, general interactions, etc

# Classroom Observation - FALL

- Required for both provisional and career
  - Provisional – due by November 15
  - Career – due by December 22
- Classroom Observation
  - Date
  - Notes
  - Standard(s) identified as strengths
  - Standard(s) identified as areas for growth
- Supervisor must debrief with the individual

# Lesson Design Review - FALL

- Lesson Design Review
  - Date
  - Notes
- Flexibility in modality of submission
  - Written
    - Lesson plan
    - Plan books
  - Verbally shared/demonstrated
  - PLC collaboration
  - Link to Canvas or Google Classroom

# Other Observations- FALL

- Flexibility in:
  - Length of time
  - Place
  - Number of times



# Provisional Evaluation - FALL

- Supervisor rating on educator standards
- Supervisor marks performance as satisfactory (yes/no)
- Debrief

Due by November 15

# Process – MID YEAR

- Review of progress on goals
- Supervisor review and comments

Due by January 31

# Process - SPRING

- Classroom Observation
- Other Observations: PLCs, general interactions, etc
- Stakeholder Feedback Reflection
- Student Growth Reflection
- Reflection on Goals

# Classroom Observation - SPRING

- Required for both provisional and career
  - Provisional – due by March 15
  - Career – due by May 15
- Classroom Observation
  - Date
  - Notes
  - Standard(s) identified as strengths
  - Standard(s) identified as areas for growth
- Supervisor must debrief with the individual

# Other Observations- SPRING

- Flexibility in:
  - Length of time
  - Place
  - Number of times

# Process - SPRING

- Stakeholder Feedback Reflection
  - Flexibility in modality
    - Written
    - Verbally shared
    - Entered into Frontline

# Process - SPRING

- Student Growth Reflection
  - Flexibility in modality
    - Written
    - Verbally shared
    - Entered into Frontline
- Flexibility in growth data used
  - Classroom assessment
  - Common formative assessment
  - Interim (Acadience, Reading Growth Measure, Benchmarks)
  - Summative (WIDA, AP, RISE) from prior year

# Evaluation - SPRING

## Provisional

- Supervisor rating on educator standards
- Supervisor marks performance as satisfactory (yes/no)
- Supervisor marks recommendation for continued employment (yes/no)
- Debrief

Due by March 15



# Evaluation - SPRING

## Career

- Supervisor rating on educator standards
- Supervisor marks performance as satisfactory (yes/no)
- Debrief

Due by May 15

# Process - SPRING

- End of year reflection on goals
- Supervisor review and comments

Due by *May 15*

# Educator's Right to Appeal

In accordance with Granite's Professional Agreement:

- Educators evaluated under the provisions of the Educator Evaluation Law
- Copies of evaluations given to the educator
- Evaluations used for corrective action, conducted by fully licensed administrators
- Educator who is not satisfied with an evaluation may request a review



***QUALITY EDUCATORS ARE  
ESSENTIAL TO THE SUCCESS  
OF ALL STUDENTS.***