

Milan Area Schools

Teacher Evaluation Model

The Milan Area School District has developed an annual teacher performance evaluation system that determines effectiveness based on the following factors:

1. Individual Performance (Danielson Rubric):
 - Evidence of student growth as a major factor
 - Demonstration of teaching skills, including knowledge, ability to impart knowledge, planning, delivery, classroom management, and preparation
 - Management of classroom and pupils, rapport with parents and other teachers, and physical and mental ability
2. Student Growth and Assessment Data (Data Rubric)
3. Other Factors
 - Teacher attendance and disciplinary record
 - Significant and Relevant Accomplishments and Contributions:
 - Clear, significant, relevant contributions above the normal expectations of peer group
 - Demonstrated record of exceptional performance
 - Relevant Special Training:
 - Completion of training beyond professional development required by employer or law
 - Integration of training into instruction “in a meaningful way”

The evaluation process will include, but will not be limited to the following:

1. Teacher Completes a Self Evaluation Using the Rubric and Identifies Goals Linked to Specific Domain Components (Self Evaluation Document is Not Turned In)
2. Pre-Evaluation Conference (Discussion Includes Goals/IDP Development and Proposed Data for Portfolio)
3. Observations (minimum of 2 in total)
 - Minimum of 1 Class Period Observation (announced) – Post Observation Conference
 - Walk-Throughs (unannounced) – Post Walk-Through Communication
4. Mid-Year Progress Report (Non-Tenured Staff and Staff Previously Earning Ineffective or Minimally Effective)
5. Data Portfolio Conference
6. Written Evaluation
7. Teacher Completes a Final Self Evaluation using the Rubric
8. Written Evaluation Conference (Due by June 1)

The Written Evaluation will provide the employee with an Effectiveness Rating of:

1. Ineffective
2. Minimally Effective
3. Effective
4. Highly Effective

The Effectiveness Rating will be calculated using the following method:

1. The integration of technology will be appropriately included in all 4 domains and the data portfolio.
2. Final Score on Domain 1 = Average of Domain 1 Components
3. Final Score on Domain 2 = Average of Domain 2 Components
4. Final Score on Domain 3 = Average of Domain 3 Components
5. Final Score on Domain 4 = Average of Domain 4 Components
6. Final Score on Data Portfolio = Average of Data Components (see list of Possible Data Included)
7. Final Score for (2015-16, 2016-17, 2017-18) = 70% Average of Domain 1-4
25% Student Growth and Assessment Data
5% Other Factors
- Final Score for (2018-19 and beyond) = 55% Average of Domain 1-4
40% Student Growth and Assessment Data
5% Other Factors
8. Final Score between 1 and 2.5 results in an Ineffective or Minimally Effective Rating
Final Score between 2.6 and 4 results in an Effective or Highly Effective Rating

Notes:

1. Additional rubrics for non-traditional teaching roles may be used.