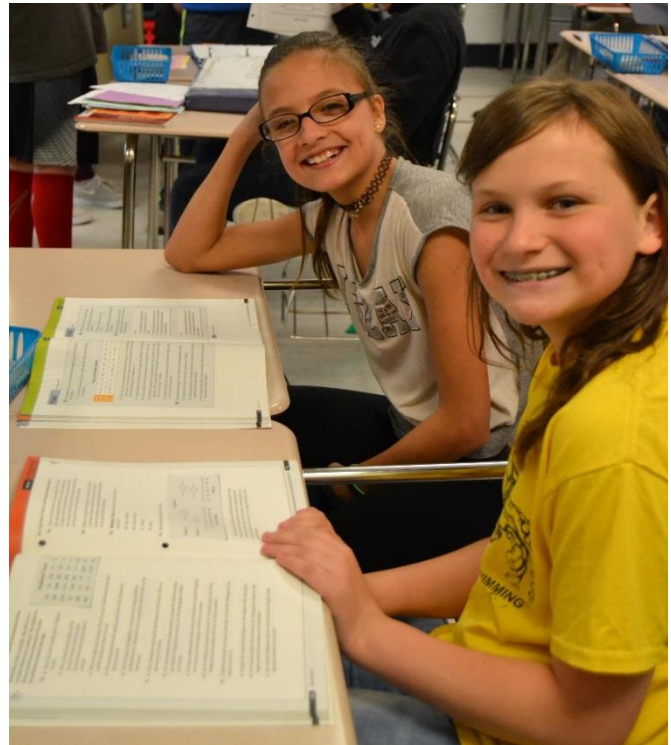




# Educator Evaluation Guide



Updated September 2019



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## Background

In November 2015, Public Act 173 was signed into law. This legislation governs teacher and administrator evaluations in the State of Michigan. Many factors played a role in the development of Public Act 173, notably, it expands and clarifies the legislative work initiated in Public Act 102 of 2011, which first laid the groundwork for educator evaluation requirements in Michigan. Michigan is one of many states that have turned their attention to improving the quality and consistency of educator evaluations.

In this context and connected to PA 102, the Michigan Council for Educator Effectiveness (MCEE) was established to develop Michigan-specific recommendations for educator evaluations that were research-based, reached high standards of reliability and validity, and matched the contextual needs in the state.

Public Act 173 has components specifically informed by the MCEE final recommendations – specifically the recommendations of four state-approved observation tools for teachers and two state-approved observation tools for administrators.

Warren Woods Public Schools has adopted the 2011 Charlotte Danielson *Framework for Teaching* as the foundation for the professional practice component of the model. The use of this framework allows us to benefit from ongoing national research on teacher practice as well as the use of resources developed across the country to support professional growth.

As a requirement of PA 173 the Warren Woods Board of Education must adopt and implement for all teachers and administrators a rigorous, transparent, and fair performance evaluation system that does all of the following:

- ◆ Evaluates teachers' and administrators' job performance at least annually while providing timely and constructive feedback.
- ◆ Establishes a clear approach to measuring student growth and provides teachers and administrators with relevant data on student growth.
- ◆ Evaluates teachers' and administrators' job performance using multiple rating categories that take into account data on student growth as a significant factor.
- ◆ Uses the evaluations to inform decisions regarding the effectiveness of teachers and administrators; promotion, retention, and development of teachers and administrators; whether to grant tenure and/or allow progression to the Professional Education Certificate; Advanced Professional Certificate; and the removal of ineffective tenured and non-tenured teachers and administrators.

## Overview

The Warren Woods Public Schools Educator Evaluation Guide outlines the process and tools to be used in the teacher evaluation process and includes rubrics that paint a vivid portrait of effective practice. The evaluation process is designed to promote rigorous standards of professional practice and encourage professional learning. When used as the foundation for mentoring, professional learning and evaluation process, it will assist teachers in becoming more effective practitioners and lead to increased student achievement.

This guide includes explanations of the following:

- ◆ Teacher evaluation process
- ◆ Teacher observation process
- ◆ Charlotte Danielson *Framework for Teaching* 2011 (Domains 1-4)
- ◆ Student growth
- ◆ Stages Software Platform
- ◆ Process for supporting and evaluating teachers who have been rated minimally effective or ineffective
- ◆ Teacher certification
- ◆ Supports for non-tenured staff
- ◆ Professional learning opportunities

## Teacher Evaluation Process

1. A teacher's annual year-end evaluation shall be completed using a rigorous, fair, and transparent teacher performance evaluation system adopted by the Board of Education, with the involvement of teachers and school administrators.
2. The performance evaluation system includes at least an annual year-end evaluation that is based on:
  - A) Primarily, the teacher's performance as measured by Charlotte Danielson's *Framework for Teaching*, the evaluation tool adopted by WWPS;
  - B) 40% of the annual year-end evaluation shall be based on student growth and assessment data.
  - C) To the extent not measured by either of the above, the annual year-end evaluation shall be based on –
    - i. The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of his or her subject area and the ability to impart that knowledge through planning delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom; and consistent preparation to maximize instructional time
    - ii. The teacher's management of the classroom, manner and efficacy of disciplining pupils, rapport with parents and other teachers, and ability to withstand the strain of teaching.
    - iii. The teacher's attendance and disciplinary record, if any.
    - iv. Significant, relevant accomplishments and contributions. This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant, relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance, if applicable.

- v. Relevant special training. This factor shall be based on completion of relevant training other than the professional development or continuing education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way, if applicable.

**3. Performance Evaluation/Classroom Observations.**

- A) There will be at least 2 classroom observations of a teacher each school year.
  - i. A classroom observation shall include a review of the teacher’s lesson plan, the state curriculum standard being used in the lesson, and a review of pupil engagement in the lesson. Educator lesson plans must be reviewed by the evaluator for all observations.
  - ii. At least one classroom observation must be unscheduled.
  - iii. A classroom observation does not have to be for an entire class period.
- B) Teacher evaluations prepared by the Evaluator(s) shall not be limited to conduct exhibited during classroom observations, but may also include all aspects of the teacher as a professional staff member, provided any information relied on is reported or documented in the teacher’s annual year-end evaluation.
- C) For teachers on an Individualized Development Plan (“IDP”), the performance evaluation shall also include an assessment of the teacher’s progress in meeting the goals of his or her IDP.

**4. Measuring Student Growth.**

- A) 40% of a teacher’s annual year-end evaluation rating shall be based on student growth data.
- B) For core content areas in grades and subjects in which state assessments are administered, 50% of student growth must be measured using the state assessments.
- C) The portion of student growth not measured using state assessments, and student growth for all other teachers, shall be measured using:
  - i. Multiple research-based growth measures or alternative assessments that are rigorous and comparable across schools within the school district;
  - ii. Nationally normed or locally adopted assessments that are aligned to state standards; or
  - iii. Achievement of individualized education program (“IEP”) goals.
- D) The student growth portion of a teacher’s annual year-end evaluation shall be based on the student growth and assessment data for the most recent 3-consecutive-school-year periods, if available. If there are not student growth and assessment data available for a teacher for at least 3 school years, the annual year-end evaluation shall be based on all student growth and assessment data that are available for the teacher.

**5. Midyear Progress Reports.**

- A) The performance evaluation system shall include a midyear progress report for a teacher who is in the first year of his or her probationary period described by section 1 of Article II of 1937 (Ex Sess) PA 4, MCL 38.81, or who received a rating of minimally effective or ineffective in his or her most recent annual year-end evaluation. The midyear progress report shall be used as a supplemental tool to gauge a teacher's improvement from the preceding school year and to assist a teacher to improve.
- B) The midyear progress report shall be based at least in part on student achievement.
- C) The midyear progress report shall be aligned with the teacher's individualized development plan.

- D) The midyear progress report shall include a written improvement plan developed by the school administrator conducting the annual year-end evaluation or his/her designee, in consultation with the teacher, that includes (1) specific performance goals for the remainder of the school year; and (2) any recommended training identified that would assist the teacher in meeting these goals and improving his or her rating.
- E) The midyear progress report shall not take the place of an annual year-end evaluation.

6. **Individualized Development Plans.**

- A) For all tenured teachers who received a rating of ineffective or minimally effective on their most recent annual year-end evaluation and all probationary teachers, the school administrator or his/her designee who conducted the evaluation shall develop, in consultation with the teacher, an IDP.
  - i. For teachers who received or were required by law to receive a midyear progress report, their IDP shall include the specific performance goals and training specified in the report.
  - ii. Appropriate personnel, in consultation with the individual teacher, shall develop an IDP for each probationary teacher.
  - iii. All IDPs shall include the specific rationale for implementing the IDP, statements of concern/areas for improvement, a list of goals, and a detailed plan for the teacher including support to be provided by administrators.
- B) For all teachers on an IDP, their annual year-end performance evaluation shall include an assessment of the teachers' progress in meeting the goals their IDPs.
- C) An IDP resulting from an ineffective or minimally effective annual year-end evaluation rating shall require that the teacher make progress towards the IDP goals within a specified time period, not to exceed 180 days.
- D) Nothing contained herein shall preclude an administrator or teacher evaluator from placing a teacher on an IDP any time there is an issue or concern regarding the teacher's performance.

7. If a teacher is rated ineffective on 3 consecutive annual year-end evaluations, the district shall dismiss the teacher from his or her employment. This guideline does not affect the ability of the district to dismiss an ineffective teacher from his or her employment regardless of whether the teacher is rated as ineffective on 3 consecutive annual year-end evaluations.

8. Pursuant to 1249(2)(1) of the Revised School Code, a tenured teacher who receives a year-end evaluation rating of ineffective may, within twenty (20) days of receiving the ineffective rating, request in writing a review of the evaluation and rating by the Superintendent. The Superintendent shall review the evaluation and may within his or her sole discretion make any modification based on that review. A review under this section may not be requested more than twice in a 3 school-year period.

The WWPS Educator Evaluation Process involves goal setting, pre-observation meetings, observations, post-observation meetings, mid-year reviews, self-evaluation and final evaluation components. To assist with the process of setting goals, assessing performance, and demonstrating growth, this document includes the 2011 Charlotte Danielson *Framework for Teaching Evaluation Tool*. This tool contains rubrics to be used in observation and artifact collection that describe the level of teacher performance in each Domain area. The requirements for the teacher evaluation process align the expectations for effective teacher practice with high expectations for student growth. Student growth is evidenced with multiple data points over a specified period of time in addition to state assessments.

Table 1 shows the evaluation model for all eligible teachers for the 2019-2020 school year.

Table 1.

<b>Professional Practice: The Danielson Framework 60%</b>	<b>Domain 1: Planning and Preparation</b>	<b>10%</b>
	<b>Domain 2: Classroom Environment</b>	<b>20%</b>
	<b>Domain 3: Instructio</b>	<b>20%</b>
	<b>Domain 4: Professional Responsibilities</b>	<b>10%</b>
<b>Student Growth (40%)</b>	<b>Domain 5: Student Growth</b>	<b>40%</b>

- ◆ Classroom observation is the only evaluation option for assessing professional practice in Domains 2 and 3. Educator provided evidence and artifacts will assist in the assessment of Domains 1 and 4.
- ◆ An educator’s final evaluation will consist of his/her level of performance within the 2011 Charlotte Danielson Framework for Teaching (60% Domains 1-4) and student growth data (40%).
- ◆ The final evaluation effectiveness rating will be determined using a scoring system with weighted averages for Domains 1-4 and a three-year student growth data average for Domain 5.
- ◆ The final evaluation rating of highly effective, effective, minimally effective, or ineffective correlates to the Danielson Framework of Teaching in the following way: Highly effective=Distinguished, Effective=Proficient, Minimally Effective=Basic, Ineffective=Unsatisfactory.
- ◆ Educators’ attendance and disciplinary record, if applicable, will be documented. Attendance will be documented as the number of leave days taken by the educator. FMLA, Workers Comp, School Business, Union Business, and Professional Development will not be counted toward this total.
- ◆ Significant, relevant accomplishments, contributions and training will be factored into a teacher’s evaluation. This factor shall be based on whether the educator contributes above the normal expectations for an individual in his/her peer group and having demonstrated a recorded of exceptional performance.
- ◆ Stages Software Platform will used to record an house educator goals, observation documentation, mid-year reviews, final evaluation results as well as to receive feedback on targets for growth in professional practice, evidence, and artifacts related to components of student growth.

## Teacher Evaluation Process Timeline

◆ Hold Pre-Evaluation Training meeting with entire staff .....	September 27
◆ Individual Development Plan (IDP) goal setting conference and submission .....	September 27
◆ Educator goal setting and submission.....	October 18
◆ Educator goal review and approval .....	November 1
◆ Complete first observation cycle for probationary educators .....	November 1
◆ Complete first observation cycle for tenured educators .....	December 6
◆ Complete Mid-year Evaluation Review with first year/IDP educators by .....	January 31
◆ Educator Self-evaluation is due.....	May 1
◆ Complete all observation cycles and walkthroughs .....	May 15*
◆ Hold all Final Evaluation conferences .....	June 12
◆ Final Evaluation submission to Human Resources.....	June 15

\* If additional observations are required for a given educator, they may be scheduled after May 15.



## Annual Goal Setting

All teachers will develop and submit annual professional goals. In alignment with the Charlotte Danielson *Framework for Teaching*, teachers will develop at least two annual professional goals, consistent with the following guidelines:

- ◆ One professional goal must be related to one of the components from Domain 2 or Domain 3 of Charlotte Danielson’s *Framework for Teaching*
- ◆ One professional goal must be related to one of the components from Domain 1 through Domain 4 of Charlotte Danielson’s *Framework for Teaching*

A professional goal setting conference **is** required for **ALL** first year educators and tenured educators on an IDP. While a professional goal setting conference for probationary (2-5 year) educators or tenured educators is not required, an educator may request such a conference with his/her evaluator. Professional goals will be submitted digitally through Stages Software Platform.

Upon submission of annual professional goals, assigned evaluators will review and provide feedback via Stages Software Platform. Feedback will include either approval/acceptance of the annual professional goals, as submitted, or recommendations regarding how the annual professional goals need to be revised. Depending upon the circumstances, the assigned evaluator or educator may request a meeting to further discuss the recommended revisions.

## CHARLOTTE DANIELSON FRAMEWORK FOR TEACHING



Charlotte Danielson’s Framework for Teaching is used to define and measure the quality of educator’s instructional practice. Charlotte Danielson’s Framework for Teaching is a researched-based model. It is organized into twenty-two components, which are grouped into four domains of teaching responsibility. (see Table 2)

- Domain 1: Planning and Preparation**
- Domain 2: The Classroom Environment**
- Domain 3: Instruction**
- Domain 4: Professional Responsibilities**

Each component has a rubric that articulates the criteria used to assess educator’s practice and diagnose strengths and areas for improvement. For more details on Danielson Rubric please refer to [www.danielsongroup.org](http://www.danielsongroup.org).

Evaluators will assign ratings on the 16 components within Domains 1, 2, and 3 during each observation cycle. Evaluators will not rate the six components within Domain 4 during classroom observation cycles.

**Table 2. Domains and Components of the Framework for Teaching**

Domain	Components
Domain 1. Planning and Preparation	<ul style="list-style-type: none"> <li>1a. Demonstrating Knowledge of Content and Pedagogy</li> <li>1b. Demonstrating Knowledge of Students</li> <li>1c. Setting Instructional Outcomes</li> <li>1d. Demonstrating Knowledge of Resources</li> <li>1e. Designing Coherent Instruction</li> <li>1f. Designing Student Assessments</li> </ul>
Domain 2. Classroom Environment	<ul style="list-style-type: none"> <li>2a. Creating an Environment of Respect and Rapport</li> <li>2b. Establishing a Culture for Learning</li> <li>2c. Managing Classroom Procedures</li> <li>2d. Managing Student Behavior</li> <li>2e. Organizing Physical Space</li> </ul>
Domain 3. Instruction	<ul style="list-style-type: none"> <li>3a. Communicating with Students</li> <li>3b. Using Questioning/Prompts and Discussion</li> <li>3c. Engaging Students in Learning</li> <li>3d. Using Assessment in Instruction</li> <li>3e. Demonstrating Flexibility and Responsiveness</li> </ul>
Domain 4. Professional Responsibilities	<ul style="list-style-type: none"> <li>4a. Reflecting on Teaching</li> <li>4b. Maintaining Accurate Records</li> <li>4c. Communicating with Families</li> <li>4d. Participating in a Professional Community</li> <li>4e. Growing and Developing Professionally</li> <li>4f. Showing Professionalism</li> </ul>

(See Appendix A for the complete Danielson Rubric for Domains 1-4 with critical attributes)

## Observation Cycle

The observation cycle for a scheduled observation consists of a pre-observation meeting between the educator and his/her evaluator, the observation, and post-observation feedback within 30 calendar days of the observation. The pre-observation meeting is an opportunity for the educator to review the lesson plan and rationale for the lesson that will be observed with his/her evaluator. The observation is an opportunity for the educator to demonstrate implementation of the lesson discussed in the pre-observation meeting. During the observation, the evaluator will document the lesson as taught by the educator as well as student response and actions. The post-observation feedback is an opportunity for the educator and his/her evaluator to debrief on the lesson. The evaluator may ask questions for clarification or request a meeting to review student growth.

### Pre-Observation Meeting (*Scheduled Observations*)

The pre-observation meeting is an opportunity for the educator to review the lesson plan and rationale for the lesson with his/her evaluator.

1. Educator completes the Pre-Observation form in Stages Software Platform.
2. Educator and evaluator meet to discuss the Pre-Observation form questions:
  - a. What is/are your lesson objective(s)?
  - b. How is/are the lesson objective(s) aligned with the state curriculum standards?
  - c. What did you consider when planning this lesson (data, previous lessons, etc)?
  - d. How will you engage the students in learning? What will you do? What will the students do? Will the students work cooperatively, in groups, individually, or as a large group?
  - e. What teaching strategies will you use to teach the lesson? What resources will be utilized? Why did you choose these strategies and resources? How will you differentiate instruction for different individuals or groups of students in the class?
  - f. Is there anything you would like specifically observed during the lesson?

(Pre-Observation forms are not required for unscheduled observations)

### Observation

The classroom observation is an opportunity for the educator to demonstrate his/her instructional practice.

1. During the observation, the evaluator will document student learning and engagement and link it to the educator's strategies and actions.
2. Using the Danielson Rubric, the evaluator will rate each component in Planning and Preparation, classroom Environment, and Instruction (Domains 1-3)
3. Evaluator will document observation evidence and data in Stages Software Platform. Educator completes the Post-Observation form in Stages Software Platform.

### Post-Observation Feedback

The post-observation feedback is an opportunity for the educator and his/her evaluator to debrief on the lesson.

1. Occurs within 30 calendar days of the observation.
2. The educator and evaluator may discuss;
  - a. In general, how successful was the lesson? Did the students learn what you intended for them to learn?
  - b. Were your students engaged during the lesson?
  - c. Comment on your classroom procedures, students' conduct, and your use of physical space. To what extent did these contribute to student learning?
  - d. Did you depart from your plan? If so, how and why?
  - e. If you had the opportunity to teach this lesson again to the same group of students, what would you do differently?

## Observation Steps

SCHEDULED OBSERVATION STEPS				
Step 1	Step 2	Step 3	Step 4	Step 5
Pre-Observation Form	Pre-Observation Conference	Observation	Post Observation Form	Post Observation Feedback
Educator completes Pre-Observation Form in Stages Software Platform.	Evaluator and educator meet and go over the pre-observation questions and reviews the lesson plan.	Evaluator observes the educator.	Educator completes the Post-Observation Form in Stages Software Platform.	Evaluator provides feedback and component ratings on the observation. Must take place within 30 calendar days.

UNSCHEDULED OBSERVATION STEPS		
Step 1	Step 2	Step 3
Observation	Post Observation Form	Post Observation
Evaluator observes the educator.	Educator completes the Post Observation Form in Stages Software Platform.	Evaluator provides feedback and component ratings on the observation. Must take place within 30 calendar days.

### Danielson Framework for Teaching Rubric Component Ratings

Evaluators will rate all 16 components within the Planning and Preparation, Classroom Environment, and Instruction domains during each observation cycle. Assigning ratings to the individual will increase the value of the information that educator receive through classroom observations, provide more specific feedback to guide improvement priorities, and increase the precision of educator’s summative evaluation scores.

Evaluators use the criteria in the Danielson rubrics to assign one of four ratings to each component: Ineffective, Minimally Effective, Effective, Highly Effective. These ratings correspond to the following numeric scale:

- 1 = Ineffective
- 2 = Minimally Effective
- 3 = Effective
- 4 = Highly Effective

Evaluators are expected to report component ratings to Stages Software Platform after each scheduled or unscheduled observations.

**Observation Training**

All administrators who will be conducting classroom observations must complete observer training in order to conduct scheduled or unscheduled classroom observations. Observers who are new to the district are required to participate in training. Warren Woods provides training to observers through Danielson teachscape Observer Training Modules or by a consultant from the Danielson Group provided by the MISD. Each observer completes a recalibration through Danielson teachscape Observer Training Module annually.

**Required Number of Observations**

Educators are assigned to one of three observation schedules based on their probationary, tenure status and their prior evaluation results. Table 3 gives an overview of the different observation schedules. Educators will be notified of their observation schedule at the beginning of the school year.

Each educator will have at least one observation that is unscheduled. No pre-observation meeting will occur for an unscheduled observation.

Differentiating first year probationary educators from tenured educators reflects the need to provide more feedback throughout the year in order to support and accelerate their effectiveness in the classroom. First-year probationary educators receive a minimum of 3 classroom observations (2 scheduled and 1 unscheduled). Probationary educators year 2-5 will receive a minimum of 1 schedule and 1 unscheduled observation.

Tenured educators receive a minimum of 2 classroom observations (1 scheduled and 1 unscheduled). Tenured educators on an Individualized Development Plan (IDP) receive a minimum of 4 observations over the school year (at least 2 scheduled and 2 unscheduled). At least one of the observations will be conducted by a trained evaluator from another building/department or central office.

Tenured educators, who *during the year* need the additional support of an Individualized Development Plan (IDP), will have a minimum of 4 observations. At least one of the observations will be conducted by a trained evaluator form another building/department or central office.

Number of Observations and Performance Feedback Reviews	Probationary Educators (First year)	Probationary Educators (Year 2-5)	Tenured Educators on IDP and Probationary Educators that are IE/ME	Tenured Educators NOT on IDP
Minimum Number of Scheduled Observations	2	1	2	1
Minimum Number of Unscheduled Observations	1	1	2	1
Number of Scheduled Observations by Observer from Different Building			1	
Feedback and Support				
Mid-Year Progress Meeting	X		X	
Self Evaluation	X	X	X	X
End of Year Review	X	X	X	X
Individualized Development Plan	X	X	X	

## Mid-Year Progress Report/Evaluation (Probationary and Tenured Educators With an IDP)

The Mid-Year Progress report/evaluation is designed to provide additional support and feedback for probationary educators and tenured educators on an Individualized Development Plan (IDP).

Throughout this process, the educator's student growth data, to date, will be reviewed as will the educator's annual performance goals, including progress towards these goals. The evaluator, in consultation with the educator, will make any mid-year adjustments necessary. This includes determining next steps, making changes to or adding goals, and/or identifying additional support needed.

1. Evaluator provides feedback for each IDP Goal in Stages Software Platform
2. Educator provides evidence of progress towards each IDP goal in Stages Software Platform
3. In consultation with the educator, the evaluator makes changes to IDP goals or add additional goals
4. In consultation with the educator, additional training, professional development, coaching and support will be added.
5. Any changes to the Individual Development Plan must be finalized by February 3rd.

*\* "In consultation with the educator" Evaluator seeks input on any changes from the educator. However, the evaluator does not have to incorporate any of the educator's input. The evaluator has the final determination of any changes/additions to goals and supports.*

## Final Evaluation Meeting

The Final Evaluation meeting for educators will be scheduled and conducted between the educator and his/ her evaluator prior to the submission of the evaluation rating to the Human Resources Office. During this meeting, the final evaluation will be reviewed and discussed. The following will be discussed :

- ◆ Discussion of Danielson Domains 1-4
- ◆ Discussion of student growth data (Domain 5)
- ◆ Discussion of progress toward identified professional goals
- ◆ Discussion of 3-year student growth average if available
- ◆ Discussion of Attendance
- ◆ Discussion of final effectiveness rating
- ◆ Evaluator signs evaluation in Stages Software Platform and requests the educator’s signature

### Final Summative Evaluation and Calculation

After the evaluator has rated each component in Domains 1-4 and entered student growth data results, an overall effectiveness rating will be determined based on the scale below.

RATING	SCORE
Highly Effective	100% to 95%
Effective	94.99% to 74%
Minimally Effective	73.99% to 60%
Ineffective	59.99% and below

## Student Growth Measures

An educator’s student growth measure will include multiple measures. The student growth component makes up 40 percent of the final evaluation rating.

### NWEA Conditional Growth Index (CGI)

Northwest Evaluation Association’s (NWEA) assessment, Measures of Academic Progress (MAP), is an interim level assessment designed to measure student growth. Administered in WWPS since fall 2010, MAP delivers precision results from computer adaptive tests that produce true measures of student growth and achievement. With over three decades of longitudinal data and a consistent, stable measure- ment scale, student growth can be measured over time from kindergarten through high school. RIT scores are scalable, as data may be aggregated to meet the needs of all stakeholders at all levels. NWEA’s MAP assessment measures and promotes growth for all students. ([www.nwea.org](http://www.nwea.org))

The CGI is a normative growth metric that shows how individual student growth compares to the growth of other students across the nation, in the same grade, subject area, testing season and starting RIT score. By using the CGI metric, growth comparisons may be made between students performing at different points on the achievement distribution, and across different grades and subject areas. A CGI score pro- vides context for how much growth a student showed compared to his or her growth projection. The CGI reflects student growth relative to other students in the same starting condition.

## M-STEP Student Growth Percentile (SGP)

Beginning in the 2019-2020 school year, 40% of a teacher’s annual year-end evaluation shall be based on student growth and assessment data. MCL 380.1249(2)(a)(i). Also, beginning in the 2018-2019 school year, “for core content areas in grades and subjects in which state assessments are administered, 50% of student growth must be measured using the state assessments.” MCL 380.1249(2)(a)(ii). MDE has advised state assessments (the M-STEP) must be used to measure student growth for teachers of students in grades 4 through 8, in the subjects of English Language Arts (“ELA”) and Math.

The Michigan Department of Education (“MDE”) has chosen SGPs as the preferred method for measuring student growth using state assessments (the M-STEP). **SGPs reflect the degree to which a student has learned in a particular subject area, compared to a group of academic peers.** When calculating students’ SGPs on the M-STEP, students are grouped with academic peers throughout the state who had comparable score patterns on past tests. The students are then placed in order based on their score on the *current year* test and given a percentile rank (from 0-99) based on that order. A student will receive an SGP for each subject in which the student tests and has at least one previous test score. Therefore, SGPs are not available for third-grade students who take the M-STEP, as the student has no previous M-STEP scores to use for calculating an SGP.

The data rubrics below reflect the requirement that for teachers of ELA and Math in grades 4-8, half of their student growth score must be based on the M-STEP. WWPS has chosen to follow MDE’s recommendation and use SGPs to measure student growth for purposes of teacher evaluations. In addition, WWPS believes that teachers who do not teach ELA or Math still play a significant role in a student’s success on these assessments, and therefore can be measured by student growth on the M-STEP and NWEA in these subject areas.



## Elementary School Educators: Data Rubrics for Domain 5 – Student Growth

<b>Educators (Grades K - 3)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
NWEA - Individual Class Reading Fall to Spring Conditional Growth Index (CGI)	35%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Individual Class Math Fall to Spring Conditional Growth Index (CGI)	35%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP – ELA and Math Building Wide Student Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)	20%	0-29	30-39	40-74	75+
DRA – Building-Wide Grade Level Elementary PLC Team Fall to Spring* Average Growth – Data should be recorded in a district approved data warehouse.	10%	Less than 50% of your students scored 0.1 growth per month or better	50-69% of your students scored a 0.1 growth per month or better	70-89% of your students scored 0.1% growth per month or better.	90-100% of your students scored 0.1% growth per month or better

### Second Grade Assessment Decisions

NWEA Assessment Transitions: For the 19-20 school year, when determining whether a 2<sup>nd</sup> grade student should take the K-2 or the 2-5 NWEA **Reading** assessment, the following protocol will be used:

1. Use the 2018-2019 District Spring Reading Mean RIT for 1<sup>st</sup> grade to determine if a student will be assigned the K-2 or the 2-5 Reading assessment.
2. For 2018-2019 school year, the District Mean RIT for 1<sup>st</sup> grade Reading Assessment was 180.5.
  - a. Therefore, for the entire 2019-2020 school year, students scoring 180 or below on the 18-19 Spring Reading Test will be assigned the K-2 Test.
  - b. Students scoring 181 or above on the 18-19 Spring Reading Test will take the 2-5 Test.

NWEA Assessment Transitions: For the 19-20 school year, when determining whether a 2<sup>nd</sup> grade student should take the K-2 or the 2-5 NWEA **Math** assessment, the following protocol will be used:

1. Use the 2018-2019 District Spring Math Mean RIT for 1<sup>st</sup> grade to determine if a student will be assigned the K-2 or the 2-5 Reading assessment.
2. For 2018-2019 school year, the District Mean RIT for 1<sup>st</sup> grade Math Assessment was 189.5.
  - a. Therefore, for the entire 2019-2020 school year, students scoring 189 or below on the 18-19 Spring Math Test will be assigned the K-2 Test.
  - b. Students scoring 190 or above on the 18-19 Spring Math Test will take the 2-5 Test.

Second Grade students new to the District will automatically be assigned to the 2-5 Test as it is expected that those students will become independent readers by the Spring testing cycle.

**Educators (Grades 4-5)**

<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP</b> - Individual ELA and Math Student Growth Percentile (SGP) Score (Average of all ELA and Math SGPs for all Students Taught)	50%	0-29	30-39	40-74	75+
<b>NWEA</b> - Individual Class Reading Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Individual Class Math Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP</b> – ELA and Math Building Wide Student Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)	10%	0-29	30-39	40-74	75+

**Special/Elective Educators (Elementary)**

<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>NWEA</b> – Individual Aggregate Reading or Math Fall to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Building-Wide Aggregate Reading Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Building-Wide Aggregate Math Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP</b> – ELA and Math Student Building Wide Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)	25%	0-29	30-39	40-74	75+

**Special Education Educators (Elementary)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA - Individual Caseload Reading Fall to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA – Individual Caseload Math Fall to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>Achievement of Students’ IEP Goals and Objectives</b>	25%	Less than 50% of students IEP Goals & Objectives achieved	50-69% of students IEP Goals & Objectives achieved	70-89% of students IEP Goals & Objectives achieved	90-100% of students IEP Goals & Objectives achieved
<b>M-STEP – ELA and Math Student Building Wide Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)</b>	25%	0-29	30-39	40-74	75+

**Literacy Specialists and Literary Coaches (Elementary)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA - Individual Caseload Reading Fall to Spring* Conditional Growth Index (CGI)	50%	<-0.30	-0.30 to -0.01	0 to 0.30	>0.30
NWEA - Building-Wide Aggregate Grade Level Reading Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	>0.30
<b>M-STEP – ELA and Math Student Building Wide Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)</b>	20%	0-29	30-39	40-74	75+
<b>DRA – Building-Wide Grade Level Spring to Spring* Average Growth (*Fall to Spring for Kindergarten Level) – Data should be recorded in a district approved data warehouse.</b>	10%	Less than 50% of your students scored 0.1 growth per month or better	50-69% of your students scored a 0.1 growth per month or better	70-89% of your students scored 0.1% growth per month or better.	90-100% of your students scored 0.1% growth per month or better

\*Literacy Specialists who teach literacy in a K-1 classroom will use their Reading Recovery caseload and classroom data.

## Middle School Educators: Data Rubrics for Domain 5 – Student Growth

<b>ELA, Math, Science, and Social Studies (Reading) Educators (Grade 6)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP</b> – Student Growth Percentile (SGP) Score (Average SGP of Students Instructed by Teacher in ELA and/or Math)	50%	0-29	30-39	40-74	75+
<b>NWEA</b> – Individual Classes Aggregate Reading and/or Math (as applicable based on subjects taught by teacher) Fall to Spring Conditional Growth Index (CGI)**	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Aggregate Grade Level Reading and/or Math (as applicable based on subjects taught by teacher) Fall to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP</b> – ELA and Math Student Building Wide Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)	10%	0-29	30-39	40-74	75+

<b>ELA and/or Math (Grades 7)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP</b> – Student Growth Percentile (SGP) Score (Average SGP of Students Instructed by Teacher in ELA and/or Math)	50%	0-29	30-39	40-74	75+
<b>NWEA</b> – Individual Classes Aggregate Reading or Math Spring to Spring Conditional Growth Index (CGI)**	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Aggregate Grade Level Reading or Math Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP</b> – ELA and Math Student Building Wide Growth Percentile (SGP) Score (Average ELA and Math SGPs for all Students)	10%	0-29	30-39	40-74	75+

<b>ELA and/or Math (Grade 8)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP/PSAT</b> – Reading and/or Math Student Growth Percentile (SGP) Score (Based on Averaging Math SGPs of Students Instructed by Teacher)	50%	0-29	30-39	40-74	75+
<b>NWEA</b> – Individual Classes Aggregate Reading and/or Math Spring to Spring Conditional Growth Index (CGI)**	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Aggregate Grade Level Reading and/or Math Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP</b> – ELA and Math Student Growth Percentile (SGP) Score (Average Math and ELA SGPs of all Students Instructed by Teacher)	10%	0-29	30-39	40-74	75+

<b>Special/Elective Educators (Grades 6-8)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP</b> – ELA and Math Student Growth Percentile (SGP) Score (Average Math and ELA SGPs of all Students Instructed by Teacher)	10%	0-29	30-39	40-74	75+
<b>NWEA</b> - Individual Aggregate Reading or Math Fall to Spring Conditional Growth Index (CGI)**	50%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Building-Wide Aggregate Reading Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA</b> - Building-Wide PLC Team Math Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<

<b>Special Education Educators (Grades 6-8)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
NWEA – Individual Caseload/Classes Aggregate Reading and/or Math and/or Science (as applicable to teacher based on subjects taught) Fall to Spring Condition Growth Index (CGI)	50%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Reading or Math or Science (as applicable to teacher based on subjects taught) Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>Achievement of Individual Caseload IEP Goals and Objectives</b>	20%	Less than 50% of students IEP Goals & Objectives achieved	50-69% of students IEP Goals & Objectives achieved	70-89% of students IEP Goals & Objectives achieved	90-100% of students IEP Goals & Objectives achieved
<b>M-STEP – Building-Wide Aggregate ELA and Math Student Growth Percentile (SGP) Score</b>	10%	0-29	30-39	40-74	75+

<b>School Counselors (Grades 6-8)</b>					
<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>M-STEP – Building-Wide Aggregate ELA and Math Student Growth Percentile (SGP) Score</b>	10%	0-29	30-39	40-74	75+
NWEA – Individual Aggregate Reading or Math Fall to Spring Conditional Growth Index (CGI) for Students on Counselor’s Caseload	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Grade Level Reading or Math Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<

**Social Studies (Reading) (Grades 7-8)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
M-STEP – Building-Wide Aggregate ELA and Math Student Growth Percentile (SGP) Score	10%	0-29	30-39	40-74	75+
NWEA – Individual Classes Aggregate Reading Fall to Spring Conditional Growth Index (CGI)**	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Aggregate Grade Level Reading Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<

**Science (Grades 7-8)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
M-STEP – Building-Wide Aggregate ELA and Math Student Growth Percentile (SGP) Score	10%	0-29	30-39	40-74	75+
NWEA – Individual Classes Aggregate Science Fall to Spring Conditional Growth Index (CGI)**	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Aggregate Grade Level Science Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<

## High School Educators: Data Rubrics for Domain 5 – Student Growth

### English Language Arts and Social Studies Educators (Grades 9-12)

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA – Individual Classes Aggregate Reading Fall to Spring Conditional Growth Index (CGI) of Students Instructed by Teacher**	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Reading Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP – Building-Wide Mean SGP (ELA)	10%	0-29	30-39	40-74	75+

### Math Educators (Grades 9-12)

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA – Individual Classes Aggregate Math Fall to Spring Conditional Growth Index (CGI)**	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Math Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP – Building-Wide Mean SGP (Math)	10%	0-29	30-39	40-74	75+

### Science Educators (Grades 9-12)

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA – Individual Classes Aggregate Science Fall to Spring Conditional Growth Index (CGI)**	65%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Science Spring to Spring Conditional Growth Index (CGI)	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP/SAT – Building-Wide Mean SGP (Math)	10%	0-29	30-39	40-74	75+



**Special/Elective Educators (Grades 9-12)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA – Individual Aggregate Reading or Math Fall to Spring Conditional Growth Index (CGI)**	50%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Reading Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
NWEA - Building-Wide Aggregate Math Spring to Spring Conditional Growth Index (CGI)	20%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP – Building-Wide Mean SGP (ELA, Math, or Science)	10%	0-29	30-39	40-74	75+

**Special Education Educators (Grades 9-12)**

STUDENT GROWTH MEASURE	Percentage of Student Growth Score	Ineffective Score Range	Minimally Effective Score Range	Effective Score Range	Highly Effective Score Range
NWEA – Individual caseload/classes Aggregate Reading and/or Math and/or Science (as applicable to teacher based on subjects taught) Fall to Spring Condition Growth Index (CGI)	50%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
M-STEP – Building-Wide Mean SGP (ELA, Math, or Science)	25%	0-29	30-39	40-74	75+
<b>Achievement of Individual Caseload IEP Goals and Objectives</b>	25%	Less than 50% of students IEP Goals & Objectives achieved	50-69% of students IEP Goals & Objectives achieved	70-89% of students IEP Goals & Objectives achieved	90-100% of students IEP Goals & Objectives achieved

**School Counselors (Grades 9-12)**

<b>STUDENT GROWTH MEASURE</b>	<b>Percentage of Student Growth Score Range</b>	<b>Ineffective Score Range</b>	<b>Minimally Effective Score Range</b>	<b>Effective Score Range</b>	<b>Highly Effective Score Range</b>
<b>NWEA – Individual Aggregate Reading or Math Fall to Spring Conditional Growth Index (CGI) for Students on Counselor’s Caseload</b>	50%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>NWEA - Building-Wide Aggregate NWEA Reading or Math Spring to Spring Conditional Growth Index (CGI)</b>	25%	<-0.30	-0.30 to -0.01	0 to 0.30	0.30<
<b>M-STEP – Building-Wide Mean SGP (ELA, Math, &amp; Science Averaged)</b>	25%	0-29	30-39	40-74	75+

\*\*CGI and SPG scores based on a teacher’s individual student data will incorporate only those students a teacher has taught both semesters.

## Appendix

- [Framework for Teaching Evaluation Instrument](#)
- [2019 MAP Growth grade-level test guidance \(K-2 to 2-5\)](#)
- [NWEA Student Growth Summary 2018-2019](#)
- [When to transition students from MAP Growth 2-5 to 6+](#)