



Sand Creek Zone Evaluation Procedures **2019-2020 school year**

The Sand Creek Zone schools: Evans International Elementary, Remington Elementary, Springs Ranch Elementary, Horizon Middle School, and Sand Creek High School utilize the state model system for evaluating professional practices. All professional practices are weighted equally in our zone. Additionally, each teacher with the Sand Creek Zone will receive a minimum of six (6) observations during the school year, prior to receiving an end of year rating. Measures of Student Learning (MSL) will be based on 60% collective measures and 40% individual measures for teachers and counselors. Principals and AP's will have 80% collective and 20% individual. Professional Practices account for 50% of the final rating and Measures of Student Learning will account for 50% of the final rating. Practices and Measures will determine the final effectiveness rating for staff.

All staff will receive a final effectiveness rating at least two weeks prior to the last day of school each year. The staff member will have two weeks to provide additional information and artifacts to the evaluator for the evaluator to consider in the final rating. The evaluator is not obligated to adjust the final rating during this time period, but may use the additional information to do so if they choose. Ratings become final on the last day of the school year.

****For teaching staff** -A staff member who receives a second consecutive rating of ineffective or partially effective will return to probationary status for the next school year. The staff member may choose to appeal a second final rating of ineffective or partially effective. However, grounds for an appeal must be met in one of two ways; 1) the evaluator did not follow evaluation procedures (required observations were not completed) or 2) data relied upon for the evaluation was inaccurately attributed to the staff member. The burden of proof lies with the staff member to prove that a rating of effective was appropriate. If choosing to appeal, the staff member will have fifteen (15) calendar days to file an appeal after receiving the final rating. The appeal must be filed, in writing, with the Zone Superintendent; all ground for the appeal must be included at this time. The Zone Superintendent, or his or her designated individual, shall be the final-decision making authority in determining the staff member's final rating and whether or not the staff member will return to probationary status. A final determination on the appeal shall be provided to the staff member, in writing, no later than thirty (30) days from when the appeal was initiated.

Teacher/Counselor Measures of Student Learning (MSL's)

Elementary (teacher & counselor) -

Collective -- total of 60%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%**

--Dibels Literacy (Growth) - **15%**

--Dibels Math (Achievement) - **15%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building -- **10%**

Individual -- total of 40%

--chosen by the teacher - **20%**

--chosen by the teacher - **20%**

Middle School (teacher & counselor) -

Collective -- total of 60%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%** --

--Scholastic Reading Inventory -- **15%**

--Scholastic Math Inventory -- **15%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building-- **10%**

Individual -- total of 40%

--chosen by teacher -- **20%**

--chosen by teacher -- **20%**

High School (teacher & counselor) -

Collective -- total of 60%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%**

--SAT average score -- **10%**

--PSAT (9/10) average score -- **10%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building-- **20%**

Individual -- total of 40%

--chosen by teacher -- **20%**

--chosen by teacher -- **20%**

Principal/Assistant Principal Measures of Student Learning (MSL's)

Elementary (principal/AP) -

Collective -- total of 80%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%**

--Dibels Literacy (Growth) - **15%**

--Dibels Math (Achievement) - **15%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building -- **10%**

--Student employee engagement survey, based on average of all items -- **20%**

Individual -- total of 20%

--chosen by the individual - **20%**

Middle School (principal/AP) -

Collective -- total of 80%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%**

--Scholastic Reading Inventory -- **15%**

--Scholastic Math Inventory -- **15%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building -- **10%**

--Student employee engagement survey, based on average of all items -- **20%**

Individual -- total of 20%

--chosen by individual -- **20%**

High School (principal/AP) -

Collective -- total of 80%

--SPF (school performance framework) --total points earned -- **15%**

--CMAS science achievement rating - **5%**

--SAT average score -- **10%**

--PSAT (9/10) average score -- **10%**

--Studer parent satisfaction survey, based on improvement in lowest scoring item for building -- **20%**

--Student employee engagement survey, based on average of all items -- **20%**

Individual -- total of 20%

--chosen by individual -- **20%**