

SCHOOL DISTRICT OF PALM BEACH COUNTY EVALUATION SYSTEMS FOR INSTRUCTIONAL EMPLOYEE

The School District of Palm Beach County (SDPBC) and the Palm Beach County Classroom Teachers Association (CTA) have established a Joint Teacher Evaluation Committee (JTEC) for the purpose of developing processes and making decisions concerning the implementation of the teacher evaluation system. The JTEC is comprised of classroom teachers, principals, SDPBC administrators, SDPBC labor relations, teacher union representatives as well as representatives from Florida Education Association (FEA) and the American Federation of Teachers (AFT).

1. Evaluation Rating Criteria

- a. The SDPBC will implement the following overall final ratings beginning in the 2011-2012 school year: Highly Effective, Effective, Needs Improvement/Developing and Unsatisfactory. The overall final ratings and weighting were developed and will be monitored by the JTEC, which will recommend adjustments to the Superintendent for approval when appropriate.

Ratings for Teachers with up to 2 years service	Ratings for Teachers in years 3+
Highly Effective Effective Developing Unsatisfactory	Highly Effective Effective Needs Improvement Unsatisfactory

- b. Rubric scales and ratings for instructional practice are incorporated within the Marzano Observation and Evaluation System (MOES). The four domains within the MOES contain sixty elements of classroom strategies that contemporary research identifies to increase student achievement. Rubrics associated with each strategy identify the teacher's performance along a continuum from Innovating to Not Using. The ratings for instructional practice will be adjusted and monitored by the JTEC, which will make recommendations for adjustments to the Superintendent for approval when appropriate.

Rubric Scales	Ratings for Instructional Practice
Innovating Applying Developing Beginning Not Using	Highly Effective Effective Developing Unsatisfactory

- c. The principal or supervisor of each instructional employee will be responsible for compiling the information and assigning the overall final rating.
- d. The overall final rating of each instructional employee will be based upon a two part system comprised of the MOES in combination with the state's required student growth measures. Current plans call for using a variety of statistical and standard setting models based on student learning growth. The final overall ratings were developed and will be monitored by the JTEC which will recommend adjustments to the Superintendent for approval when appropriate. The directions for calculating the overall rating are provided in Appendix 5.

2. Student Growth Measures

- a. Student performance assessment instruments for all subject areas not mandated by state assessments will be developed and implemented as expediently as possible.
- b. In school year 2011-2012, the SDPBC will implement the Commissioner of Education's student learning growth formula for statewide assessments. The SDPBC will use student growth scores provided by the FLDOE for FCAT 2.0 and Algebra I EOC. The student growth component of the instructional employee performance evaluation will be based on one year of student growth measures using data from school year 2011- 2012.

In school year 2011-2012, the SDPBC will investigate additional measures other than state assessments including but not limited to SAT, ACT, AP, PSAT, CPT, PERT and Industry Certification Exams. As they become available, the SDPBC will implement additional student growth measures selected by the Commissioner for statewide assessments.

- c. In school year 2011-2012, classroom teachers, non-FCAT classroom teachers and non-classroom teachers (excluding substitute teachers) will be assigned the student growth scores from the FCAT 2.0 and/or Algebra I EOC. The student growth scores will count for 40% of the instructional employee performance evaluation. The matrix provided in Appendix 5 identifies (by job code) how teachers are assigned student growth scores.

Classroom Teachers

In school year 2011-2012, the student growth measures portion of the evaluation of classroom teachers, excluding substitute teachers, will include student growth scores for the FY12 school year. The matrix provided in Appendix 5 identifies (by job code) how teachers are assigned student growth scores.

FY2012 Classroom Teachers

In school year 2011-2012, classroom teachers will be assigned the student growth scores from the FCAT 2.0 and/or Algebra I EOC statewide assessments. The student growth scores count for 40% of the instructional employee performance evaluation. The matrix provided in Appendix 5 identifies (by job code) how teachers are assigned student growth scores.

FY2012 Non FCAT Classroom Teachers

In school year 2011-2012, non- classroom teachers will be assigned the student growth scores from the FCAT 2.0 and/or Algebra I EOC statewide assessments. The student growth scores count for 40% of the instructional employee performance evaluation. The matrix provided in Appendix 5 identifies (by job code) how teachers are assigned student growth scores.

FY2012 Non Classroom Teachers

For instructional employees who are not classroom teachers, the student growth measures portion of the evaluation will include student scores for the FY12 school year. In FY2012, non-classroom teachers will be assigned the student growth scores from the FCAT 2.0 and/or Algebra I EOC statewide assessments. The student growth scores count for 40% of the instructional employee performance evaluations.

3. Core of Effective Practices

- a. The central purpose of the School District of Palm Beach County Instructional Employee Performance Evaluation System is to increase student learning and achievement by improving the performance of all instructional employees through a comprehensive program of support, training and documentation of teaching practices.
- b. The SDPBC will implement the state adopted model, the MOES.
- c. The MOES are aligned to the six Florida Educators Accomplished Practices as adopted by the Florida Department of Education (Appendix 1).
- d. The MOES are based on contemporary research. See attachments entitled:
 - Research Based Validation studies on the MOES (Appendix 2)
 - Contemporary Research on the Supervision and Evaluation of Teachers (Appendix 3)
 - A Meta-Analytic Synthesis of Studies Conducted at Marzano Research Laboratory on Instructional Strategies (Appendix 4)

- e. The SDPBC will partner with the Learning Sciences International to train district administrators who will be conducting evaluations/observations of instructional employees. The SDPBC will also develop capacity by identifying district and school level administrators to participate in “Train the Trainers” sessions to provide training for future evaluators/observers.
- f. The success of the new evaluation system is dependent upon the fidelity with which all administrators conducting the evaluations/observations adhere to the core of effective practices. The SDPBC will provide in-depth professional development on the MOES followed by training on the observations and other components of the evaluation system. After the initial training of school and district administrators, ongoing follow-up will occur during scheduled meetings as well as through other content delivery options.

4. Annual Evaluation

All instructional employees will be evaluated annually and notified of their results. Teachers new to the SDPBC and first year teachers will be evaluated twice. The SDPBC will adopt the state’s recommended implementation as follows:

- a. Year 1, focus on compiling baseline data and providing feedback to sustain growth in professional practice. Evaluators/observers and instructional employees will learn about deliberate practice by studying the teaching competencies indicated in the MOES.
- b. Year 2, incorporate the deliberate practice score of Domain 1.
- c. Implement Domains 2-4 in later years to keep focus on the deliberate practice in Domain 1.

5. Evaluator Training

- a. All SDPBC evaluators/observers responsible for evaluating instructional employees will be trained in the MOES.
- b. The SDPBC will partner with the Learning Sciences International to train district administrators who will be conducting evaluations/observations of instructional employees. The SDPBC will also develop capacity by identifying district and school level administrators to participate in “Train the Trainers” sessions to provide training for future evaluators/observers.
- c. The evaluators’/observers’ supervisors will monitor the results and consistency of each evaluators’/observers’ evaluation data.

6. Process of Informing Teachers about the Evaluation Process.

- a. Current employee
 - The SDPBC will be purchasing a DVD/Webinar developed by Learning Sciences International which will be used to introduce the new evaluation system during preschool days.

- Principals and assistant principals will attend training in the new evaluation systems and will dedicate time during preschool to present and discuss the new evaluation process.
 - The SDPBC is consulting with Learning Sciences International to identify and train instructional employees to build capacity using a “Train the Trainer” model in the MOES.
 - Marzano’s “The Art and Science of Teaching” will be used to create professional opportunities in book studies.
 - The SDPBC created a presentation for all principals to share with their instructional employees prior to leaving for the summer.
 - The SDPBC and the CTA collaboratively created an informational Vodcast.
 - The SDPBC and the CTA will provide ongoing communications to all instructional employees.
- b. All new instructional employees will view the MOES DVD/Webinar as an orientation to the new evaluation/observation system, followed by a meeting with a trained school administrator.

7. Evaluation by Supervisor

All school based instructional employees will be evaluated by the school principal. The assistant principal will conduct observations and assist in the evaluation process. All non-classroom teachers will be evaluated by the employee’s direct supervisor.

8. Teaching Fields Requiring Special Procedures

The SDPBC and the JTEC will identify those employees for which special evaluation procedures and criteria are necessary. These include but are not limited to:

- a. School Based ESE Coordinators
- b. Guidance Counselors
- c. Teacher Coaches
- d. New Teacher Mentors
- e. School Psychologists
- f. RTI Facilitators
- g. Learning Team Meeting Facilitators
- h. English Language Learners (ELL)
- i. Exceptional Student Education (ESE)
- j. Media Specialists
- k. Magnet Coordinators
- l. Speech Language Pathologists (SLP)

The MOES will be utilized during school year 2011-2012 for all non-classroom teachers. JTEC will seek input from the groups of various non-classroom teachers

and consider implementing job specific observation and evaluation systems for non-classroom teachers in school year 2012-2013.

9. Parental Input

The SDPBC has developed an instrument titled the School Effectiveness Questionnaire (SEQ) to allow parental input. This parent survey instrument was developed by a 17-member committee of school and central-office administrators after a review of national school climate surveys. The SEQ survey will be administered to parents of students between January and March of 2012 and will be made available in multiple languages which include English, Spanish, and Haitian-Creole. The SEQ results will be reported through the SDPBC Educational Data Warehouse and will be made available to principals and central office administrators.

10. Annual Review by the District

By December 2011, the SDPBC in cooperation with the JTEC shall establish a process to evaluate the implementation and effectiveness of the new system in supporting improvement in instruction and student learning including:

- a. Reviewing the results of instructional employee evaluations, SDPBC and school level trends.
- b. Reviewing the effectiveness of professional learning opportunities.
- c. Identifying strengths and weaknesses associated with the design and implementation.

11. Multiple Evaluations for Newly Hired Teachers

- a. The SDPBC and the JTEC will collaboratively determine the process and procedures of evaluating and providing feedback to newly hired teachers and make recommendations to the Superintendent on or before September 1, 2011 for approval.

12. Multiple Data Sources for Final Evaluations

- a. The MOES will be used to collect evidence on instructional practices.
- b. The student growth measures as stated in Section 2, pages 2-3.
- c. Professional standards and ethics; school board policies, school policies and school based responsibilities and CBA.
- d. The SDPBC will continue to work collaboratively with the JTEC to establish additional measures.

13. Improvement Plans

The teacher evaluation system and the district and school improvement plans provide the foundation for improving teacher effectiveness and student learning. Data related to teacher observation and evaluation and student growth will be collected and analyzed from a number of

sources, including but not limited to iObservation provided by Learning Sciences International, E-binders, school improvement plans and student data in the educational data warehouse and CORE K-12.

14. Continuous Professional Improvement

- a. The MOES is designed to support the professional growth of teacher's daily instructional practices.
- b. The SDPBC will utilize the iObservation System and Resource Library as well as student growth measures to provide timely and relevant feedback and professional learning opportunities to instructional employees.
- c. Other professional learning opportunities will be developed and provided to support instructional practices.
- d. Teacher performance will be observed multiple times by trained administrators that provide timely feedback (within 10 working days). The observation tool (iObservation) allows for efficient feedback that encourages dialogue between administrator and teacher as well as relevant professional development targeted to individual needs.

15. Peer Review Option

- a. The SDPBC will not use the Peer Review Option as part of the evaluation system.

16. Input into Evaluation by Trained Employee other than the Supervisor.

- a. School based and/or district based administrators who have been trained in the MOES may provide input into the instructional practice evaluation.

17. Amending Evaluations Option

- a. Evaluations of instructional employees may be amended up to 90 days after the end of the school year to accommodate the availability of assessment data.
- b. The SDPBC and the JTEC will collaboratively establish the appropriate protocol process.

Appendix 5:
Directions for Completing
Final Annual Evaluation Report

DIRECTIONS FOR COMPLETING FINAL ANNUAL EVALUATION REPORT

1. Part 1: Calculating teachers instructional practice rating from the MOES
 - a. The SDPBC will use the rubrics in Table 1 in the appendix to assign teachers their instructional practice rating

2. Part 2: Calculating teachers student growth rating
 - a. Table 2 in the appendix identifies for each job code
 - Student growth scores from FCAT 2.0 subject areas and/or Algebra I EOC will be used
 - Reading
 - Mathematics
 - Average of Reading and Mathematics
 - Which of three aggregation levels will be used
 - Teacher:
 - Teacher receives the FDOE value-added score.
 - School
 - Teacher receives the FDOE school component score.
 - District
 - Teacher receives the FDOE district component score.
 - b. Each of the three aggregation levels will have an associated reading, mathematics/Algebra 1 EOC or average reading and mathematics score, resulting in nine different student growth categories:
 - c. For each of the nine categories, the SDPBC will use the following z-scores based on the relevant state distribution to place teachers into the FDOE-required four rating categories
 1. > 1.12 Highly effective
 2. > -1.04 to ≤ 1.12 Effective
 3. > -2.06 to ≤ -1.04 Needs Development
 4. ≤ -2.06 Unsatisfactory

3. Calculating the Final Evaluation Rating
 - a. The instructional practice rating will be combined with the student growth rating using the scale in Table 3 in the appendix.

4. As this is the first year of developing the ratings, the JTEC will review the FY12 instructional practice ratings, the student growth ratings, and the final evaluation ratings, and if necessary make adjustments in the method for assigning the ratings prior to their distribution to instructional personnel.

Table 1. Rubrics for Determining Instructional Practice Rating

Category I Teacher	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Up to 2 Years Experience	At least 65% at Level 4 and <= 1% at Level 1 or 0	At least 65% at Level 3 or higher	Less than 65% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0
Category II Teacher	Highly Effective (4)	Effective (3)	Needs Improvement (2)	Unsatisfactory (1)
3+ Years Experience	At least 75% at Level 4 and 0% at Level 1 or 0	At least 75% at Level 3 or higher	Less than 75% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0

Table 2: Teachers Student Growth by Job Code

Job Code	Description	Elementary			Middle			High		
		Read	Math	R/M	Read	Math	R/M	Read	Math	R/M
31570	Counselor Family			School			School			School
50000	Tch Art Elem			School						
50001	Tch Art Mid/Jr						School			
50002	Tch Art Sr High									School
50100	Tch Computer Science High									School
50101	Tch Computer Science Mid/Jr						School			
50102	Tch Computer Science Elem			School						
50200	Tch Drivers Education									School
50300	Tch Elementary 1			School						
50350	Tch Elementary 2			School						
50400	Tch Elementary 3			School						
50450	Tch Elementary 4			Teacher						
50470	Tch Reading Coach Elem			School						
50471	Tch Reading Coach Mid/Jr						School			
50472	Tch Reading Coach High									School
50481	Tch Writing Coach			School			School			School
50490	Tch Math Coach Elem			School						
50491	Tch Math Coach Mid/Jr						School			
50492	Tch Math Coach High									School
50493	Tch Math Coach Other			School			School			School
50500	Tch Elementary 5			Teacher						
50510	Tch Science Coach			School			School			School
50520	Tch Middle ESOL Math						Teacher			
50530	Tch SEC ESOL Math						Teacher		Teacher	
50540	Tch Middle ESOL Science				Teacher					
50550	Tch Elementary 6			Teacher						
50560	Tch SEC ESOL Science				Teacher			Teacher		
50570	Tch Middle ESOL Social Science				Teacher					
50580	Tch SEC ESOL Social Science				Teacher			Teacher		
50590	Tch Middle ESOL Lang Arts				Teacher					

50620	Tch Elem Math/Sci Coach			School						
50622	Tch Math/Science Coach High									School
50700	Tch Elem ESOL			Teacher						
50710	Tch ESOL High									School
50711	Tch ESOL-Mid/Jr					School				
50720	Tch Expert in Field			School		School				School
50750	Tch Elem Kindergarten			School						
50800	Tch Elem Intermediate 4-6			Teacher						
50850	Tch Elem PreKindergarten			School						
50900	Tch Elem Physical Education			School						
50950	Tch Elem Primary 1-3			School						
51020	Tch Elem Resource			School						
51100	Tch Health - Sr High									School
51101	Tch Health - Mid/Jr					School				
51150	Tch Middle English 6-8				Teacher					
51200	Tch Mid Integrated Curric						Teacher			
51250	Tch Middle Math 6-8					Teacher				
51300	Tch Middle Science 6-8				Teacher					
51350	Tch Midle Social Science				Teacher					
51370	Tch Middle Physical Ed						School			
51410	Tch Title II			School			School			School
51450	Tch Music-Elem			School						
51540	Tch Peer Counseling			School			School			School
51550	Tch Permanent Substitute			School			School			School
51600	Tch Physical Therapist			School			School			School
51610	Tch Occupational Therapist			School			School			School
51650	Tch ROTC									School
51700	Tch SEC Alternative Ed						School			School
51730	Tch Middle Foreign Lang						School			
51750	Tch Sec Biology				Teacher			Teacher		
51790	Tch Middle Other						School			
51800	Tch SEC Chemistry				Teacher			Teacher		
51850	Tch SEC Earth Space Science				Teacher			Teacher		
51900	Tch SEC English 9-12							Teacher		
51910	Tch Journalism 6-8						School			
51920	Tch Journalism 9-12									School
51930	Tch in School Suspnsn Sr High									School
51931	Tch in School Suspnsn - Mid/Jr						School			
51950	Tch SEC ESOL (Lang Arts)				Teacher			Teacher		
52000	Tch SEC Math 9-12								Teacher	
52050	Tch SEC Medical						School			School
52100	Tch SEC Other						School			School
52150	Tch SEC Physical Education						School			School
52200	Tch SEC Physics				Teacher			Teacher		
52220	Tch SEC Resource						School			School
52250	Tch K-12 Other			School			School			School
52300	Tch Reading Sr High							Teacher		
52301	Tch Reading Mid/Jr				Teacher					
52350	Tch SEC Science 9-12							Teacher		
52400	Tch SEC Social Science				Teacher			Teacher		
52450	Tch SEC Speech Debate						School			School
52490	Tch Psychology 9-12									School
52550	Tch Dance									School

52600	Tch Dance (No Cert Req)								School
52650	Tch Drama High								School
52651	Tch Drama -Mid/Jr						School		
52652	Tch Drama Elem			School					
52700	Tch ESE Autistic			Teacher			Teacher		Teacher
52710	Tch Homebound			School			School		School
52750	Tch ESE EH			Teacher			Teacher		Teacher
52800	Tch ESE Hearing Impaired			Teacher			Teacher		Teacher
52950	Tch ESE Physically Impaired			Teacher			Teacher		Teacher
53010	Tch ESE Pre-K			School					
53050	Tch ESE SED			Teacher			Teacher		Teacher
53100	Tch ESE SLD			Teacher			Teacher		Teacher
53150	Tch ESE SP Lang Imp Cert			School			School		School
53200	Tch ESE SP Path License			School			School		School
53250	Tch ESE Intellect Disabled			School			School		School
53300	Tch ESE VE			Teacher			Teacher		Teacher
53350	Tch ESE Visually Impaired			School			School		School
53400	Tch SEC for Lang Chinese						School		School
53450	Tch SEC for Lang French						School		School
53810	Tch VOC WE State						School		School
53900	Tch SEC for Lang Spanish						School		School
53950	Tch Elem Gifted			Teacher					
54000	Tch Middle Gift English 6-8				Teacher				
54050	Tch Middle Gift Gen Sci 6-8				Teacher				
54100	Tch Middle Gift Math 6-8					Teacher			
54150	Tch Midle Gift Soc Sci 6-8				Teacher				
54560	Tch Supp Acad Inst Elem			Teacher					
54561	Tch Supp Acad Inst Mid/Jr						School		
54650	Tch Adult Education								School
54652	Tch Supp Acad Inst High								School
54700	Tch Vocational 7-12						School		School
54750	Tch Voc Agriculture						School		School
54760	Tch Voc Auto Mechanics Dist						School		School
54770	Tch Voc Building Maint Dist						School		School
54790	Tch Voc Commercial Art Dist						School		School
54800	Tch Voc Business Education						School		School
54820	Tch Voc Drafting District						School		School
54870	Tch Voc Quantity Foods Dist						School		School
54880	Tch Voc TV Prod Tech Dist						School		School
54900	Tch Voc DCT						School		School
54910	Tch Voc Auto Body District						School		School
54920	Tch Voc Auto Detailing Dist						School		School
54930	Tch Voc Building Const Dist						School		School
54940	Tch Voc Photography Dist						School		School
54950	Tch Voc DE						School		School
54990	Tch VOC Biomed Equip Tech						School		School
55000	Tch Voc Exploratory						School		School
55010	Tch Voc Bus Data Proc						School		School
55030	Tch VoC Cab & Woodwk Dist						School		School
55040	Tch Voc Comp Service Dist						School		School
55050	Tch Voc Fam & Con Sci Cert						School		School
55090	Tch Voc Market & Mgmt Dist						School		School
55100	Tch Voc Graphic Arts Dist						School		School
55150	Tch Voc Health Occup Dist						School		School
55200	Tch Voc Home EC Occup Dist						School		School

55250	Tch Voc Ind Arts Tech Cert						School			School
55300	Tch Voc Nurst District						School			School
55420	Tch Voc Law Enforce Dist						School			School
55860	Tch Elem Reading	Teacher								
55870	Tch Elem Foreign Language			School						
61000	Tch ESE Coordinator			School			School			School
61100	Tch ESOL Coor-Elem			School						
61101	Tch ESOL Coor - Mid/Jr						School			
61102	Tch ESOL Coor - Sr High									School
61200	Tch Magnet Coordinator			School			School			School
61300	Tch Technology Coor			School			School			School
61500	Tch Adult Guidance Coun									School
61600	Tch Elem Guidance Coun			School						
61700	Tch SEC Guidance Coun						School			School
61710	Tch ESOL Bilingual Guid Coun			School			School			School
61720	Tch Middle Guidance Coun						School			
61730	Tch Middle Foreign Lang						School			
61790	Tch Middle Other						School			
62400	Tch ESE Audiologist			School			School			School
62600	Tch ESE Crisis Intevention			School			School			School
62700	Tch Homebound			School			School			School
62800	Tch Elem Media Specialist			School						
62900	Tch Middle Media Specialist						School			
63000	Tch SEC Media Specialist						School			School
63100	Tch Parent Liaison			School			School			School
63300	Tch Resource ESOL			School			School			School
63320	Tch Dist ESOL Coor Curr			School			School			School
63330	Tch Dist ESOL Coor Comp			School			School			School
63400	Tch Resource Non School			School			School			School
63410	Tch Learning Team Facilitator			School			School			School
63415	Tch Response to Intervention			School			School			School
63425	Tch Resource Staff Development			School			School			School
63500	Tch School Psychologist			School			School			School
63600	Tch Special Assignment			School			School			School
65160	Tch Elem Foreign Language			School						
65860	Tch Elem Reading	Teacher								

Teacher indicates that the teacher receives the value-added score based on the students assigned to them in TERMS who have a student growth score. If a teacher has less than 10 students assigned to them who have a student growth score, then the teacher will receive the school component score.

School indicates that the teacher receives the school component score. If a teacher is assigned to one school, then the teacher will receive the school component score. If a teacher is assigned to two schools, then the teacher will receive the weighted average of the schools' component scores. If a teacher is assigned to more than two schools, then the teacher will receive the District component score.

Table 3. Final Evaluation Rating Scale

Highly Effective	Effective	Needs Improving	Unsatisfactory
3.2-4.0	2.1-3.1	1.2-2.0	1.0-1.1

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Appendix 6:
Annual Evaluation Report for
Category 1 Teachers
*up to 2 years of service

**Annual Evaluation Report for
Category I Teachers
*up to 2 years of service**

Teacher: _____	Current Assignment: _____
District: _____	Grade/Subject: _____
School: _____	Years of Service: _____
Evaluator: _____	School Year: _____

This form is to serve as a permanent record of an administrator's evaluation of a teacher's performance during a specific period. It is based on specific criteria as it relates to the teacher's **instructional practice** using the *Marzano Model* (Art and Science of Teaching Framework) combined with the value-added score, resulting in the final evaluation score.

*District language states employment of 99 days constitutes one year of service

1. Status Score

The teacher's status score reflects his/her overall understanding and application of the Art and Science of Teaching framework across Domain 1: Classroom Strategies and Behaviors.

Domain 1 Sources of Evidence (select all that applies):

- Formal Observation
- Informal, Announced Observation
- Informal Unannounced Observation
- Walkthrough
- Artifacts: _____
- Other: _____

Evaluator Comments:

HIGHLY EFFECTIVE (4)

EFFECTIVE (3)

DEVELOPING (2)

UNSATISFACTORY (1)

Evaluator: I certify that the before named teacher has been evaluated based on his or her **instructional practice**.

Evaluator's Signature: _____ Date: _____

Evaluator Comments:

Teacher: I acknowledge the receipt of this Annual Evaluation Form of my **instructional practice**.

Teacher's Signature: _____ Date: _____

Teacher Comments:

2. Value-Added Score

The teacher's value-added score reflects student growth measures provided by the FLDOE.

Evaluator Comments:

HIGHLY EFFECTIVE (4)

EFFECTIVE (3)

DEVELOPING (2)

UNSATISFACTORY (1)

3. Final Evaluation Score

The final evaluation score reflects the teacher's status score combined with the value-added score.

Evaluator Comments:

HIGHLY EFFECTIVE (4)

EFFECTIVE (3)

DEVELOPING (2)

UNSATISFACTORY (1)

4. Signatures

Evaluator: I certify that the before named teacher has been evaluated based on his or her **final evaluation score**.

Evaluator's Signature: _____ Date: _____

Evaluator Comments:

Teacher: I acknowledge the receipt of this Annual Evaluation Report.

Teacher's Signature: _____ Date: _____

Teacher Comments:

Principal

Principal's Signature: _____ Date: _____

Principal Comments:

DIRECTIONS FOR COMPLETING FINAL ANNUAL EVALUATION REPORT

1. Part 1: Calculating teachers instructional practice rating from the MOES
 - a. The SDPBC will use the rubrics in Table 1 in the appendix to assign teachers their instructional practice rating

2. Part 2: Calculating teachers student growth rating
 - a. Table 2 in the appendix identifies for each job code
 - Student growth scores from FCAT 2.0 subject areas and/or Algebra I EOC will be used
 - Reading
 - Mathematics
 - Average of Reading and Mathematics
 - Which of three aggregation levels will be used
 - Teacher:
 - Teacher receives the FDOE value-added score.
 - School
 - Teacher receives the FDOE school component score.
 - District
 - Teacher receives the FDOE district component score.
 - b. Each of the three aggregation levels will have an associated reading, mathematics/Algebra I EOC or average reading and mathematics score, resulting in nine different student growth categories:
 - c. For each of the nine categories, the SDPBC will use the following z-scores based on the relevant state distribution to place teachers into the FDOE-required four rating categories
 1. > 1.12 Highly effective
 2. > -1.04 to ≤ 1.12 Effective
 3. > -2.06 to ≤ -1.04 Needs Development
 4. ≤ -2.06 Unsatisfactory

3. Calculating the Final Evaluation Rating
 - a. The instructional practice rating will be combined with the student growth rating using the scale in Table 3 in the appendix.

4. As this is the first year of developing the ratings, the JTEC will review the FY12 instructional practice ratings, the student growth ratings, and the final evaluation ratings, and if necessary make adjustments in the method for assigning the ratings prior to their distribution to instructional personnel.

Table 1. Rubrics for Determining Instructional Practice Rating

Category I Teacher	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Up to 2 Years Experience	At least 65% at Level 4 and <= 1% at Level 1 or 0	At least 65% at Level 3 or higher	Less than 65% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0
Category II Teacher	Highly Effective (4)	Effective (3)	Needs Improvement (2)	Unsatisfactory (1)
3+ Years Experience	At least 75% at Level 4 and 0% at Level 1 or 0	At least 75% at Level 3 or higher	Less than 75% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0

Table 2: Teachers Student Growth by Job Code

Job Code	Description	Elementary			Middle			High		
		Read	Math	R/M	Read	Math	R/M	Read	Math	R/M
31570	Counselor Family			School			School			School
50000	Tch Art Elem			School						
50001	Tch Art Mid/Jr						School			
50002	Tch Art Sr High									School
50100	Tch Computer Science High									School
50101	Tch Computer Science Mid/Jr						School			
50102	Tch Computer Science Elem			School						
50200	Tch Drivers Education									School
50300	Tch Elementary 1			School						
50350	Tch Elementary 2			School						
50400	Tch Elementary 3			School						
50450	Tch Elementary 4			Teacher						
50470	Tch Reading Coach Elem			School						
50471	Tch Reading Coach Mid/Jr						School			
50472	Tch Reading Coach High									School
50481	Tch Writing Coach			School			School			School
50490	Tch Math Coach Elem			School						
50491	Tch Math Coach Mid/Jr						School			
50492	Tch Math Coach High									School
50493	Tch Math Coach Other			School			School			School
50500	Tch Elementary 5			Teacher						
50510	Tch Science Coach			School			School			School
50520	Tch Middle ESOL Math						Teacher			
50530	Tch SEC ESOL Math						Teacher		Teacher	
50540	Tch Middle ESOL Science				Teacher					
50550	Tch Elementary 6			Teacher						
50560	Tch SEC ESOL Science				Teacher			Teacher		
50570	Tch Middle ESOL Social Science				Teacher					
50580	Tch SEC ESOL Social Science				Teacher			Teacher		
50590	Tch Middle ESOL Lang Arts				Teacher					

50620	Tch Elem Math/Sci Coach			School						
50622	Tch Math/Science Coach High									School
50700	Tch Elem ESOL			Teacher						
50710	Tch ESOL High									School
50711	Tch ESOL-Mid/Jr					School				
50720	Tch Expert in Field			School		School				School
50750	Tch Elem Kindergarten			School						
50800	Tch Elem Intermediate 4-6			Teacher						
50850	Tch Elem PreKindergarten			School						
50900	Tch Elem Physical Education			School						
50950	Tch Elem Primary 1-3			School						
51020	Tch Elem Resource			School						
51100	Tch Health - Sr High									School
51101	Tch Health - Mid/Jr					School				
51150	Tch Middle English 6-8				Teacher					
51200	Tch Mid Integrated Curric						Teacher			
51250	Tch Middle Math 6-8					Teacher				
51300	Tch Middle Science 6-8				Teacher					
51350	Tch Midle Social Science				Teacher					
51370	Tch Middle Physical Ed						School			
51410	Tch Title II			School			School			School
51450	Tch Music-Elem			School						
51540	Tch Peer Counseling			School			School			School
51550	Tch Permanent Substitute			School			School			School
51600	Tch Physical Therapist			School			School			School
51610	Tch Occupational Therapist			School			School			School
51650	Tch ROTC									School
51700	Tch SEC Alternative Ed						School			School
51730	Tch Middle Foreign Lang						School			
51750	Tch Sec Biology				Teacher			Teacher		
51790	Tch Middle Other						School			
51800	Tch SEC Chemistry				Teacher			Teacher		
51850	Tch SEC Earth Space Science				Teacher			Teacher		
51900	Tch SEC English 9-12							Teacher		
51910	Tch Journalism 6-8						School			
51920	Tch Journalism 9-12									School
51930	Tch in School Suspnsn Sr High									School
51931	Tch in School Suspnsn - Mid/Jr						School			
51950	Tch SEC ESOL (Lang Arts)				Teacher			Teacher		
52000	Tch SEC Math 9-12								Teacher	
52050	Tch SEC Medical						School			School
52100	Tch SEC Other						School			School
52150	Tch SEC Physical Education						School			School
52200	Tch SEC Physics				Teacher			Teacher		
52220	Tch SEC Resource						School			School
52250	Tch K-12 Other			School			School			School
52300	Tch Reading Sr High							Teacher		
52301	Tch Reading Mid/Jr				Teacher					
52350	Tch SEC Science 9-12							Teacher		
52400	Tch SEC Social Science				Teacher			Teacher		
52450	Tch SEC Speech Debate						School			School
52490	Tch Psychology 9-12									School
52550	Tch Dance									School

52600	Tch Dance (No Cert Req)								School
52650	Tch Drama High								School
52651	Tch Drama -Mid/Jr						School		
52652	Tch Drama Elem			School					
52700	Tch ESE Autistic			Teacher			Teacher		Teacher
52710	Tch Homebound			School			School		School
52750	Tch ESE EH			Teacher			Teacher		Teacher
52800	Tch ESE Hearing Impaired			Teacher			Teacher		Teacher
52950	Tch ESE Physically Impaired			Teacher			Teacher		Teacher
53010	Tch ESE Pre-K			School					
53050	Tch ESE SED			Teacher			Teacher		Teacher
53100	Tch ESE SLD			Teacher			Teacher		Teacher
53150	Tch ESE SP Lang Imp Cert			School			School		School
53200	Tch ESE SP Path License			School			School		School
53250	Tch ESE Intellect Disabled			School			School		School
53300	Tch ESE VE			Teacher			Teacher		Teacher
53350	Tch ESE Visually Impaired			School			School		School
53400	Tch SEC for Lang Chinese						School		School
53450	Tch SEC for Lang French						School		School
53810	Tch VOC WE State						School		School
53900	Tch SEC for Lang Spanish						School		School
53950	Tch Elem Gifted			Teacher					
54000	Tch Middle Gift English 6-8				Teacher				
54050	Tch Middle Gift Gen Sci 6-8				Teacher				
54100	Tch Middle Gift Math 6-8					Teacher			
54150	Tch Midle Gift Soc Sci 6-8				Teacher				
54560	Tch Supp Acad Inst Elem			Teacher					
54561	Tch Supp Acad Inst Mid/Jr						School		
54650	Tch Adult Education								School
54652	Tch Supp Acad Inst High								School
54700	Tch Vocational 7-12						School		School
54750	Tch Voc Agriculture						School		School
54760	Tch Voc Auto Mechanics Dist						School		School
54770	Tch Voc Building Maint Dist						School		School
54790	Tch Voc Commercial Art Dist						School		School
54800	Tch Voc Business Education						School		School
54820	Tch Voc Drafting District						School		School
54870	Tch Voc Quantity Foods Dist						School		School
54880	Tch Voc TV Prod Tech Dist						School		School
54900	Tch Voc DCT						School		School
54910	Tch Voc Auto Body District						School		School
54920	Tch Voc Auto Detailing Dist						School		School
54930	Tch Voc Building Const Dist						School		School
54940	Tch Voc Photography Dist						School		School
54950	Tch Voc DE						School		School
54990	Tch VOC Biomed Equip Tech						School		School
55000	Tch Voc Exploratory						School		School
55010	Tch Voc Bus Data Proc						School		School
55030	Tch VoC Cab & Woodwk Dist						School		School
55040	Tch Voc Comp Service Dist						School		School
55050	Tch Voc Fam & Con Sci Cert						School		School
55090	Tch Voc Market & Mgmt Dist						School		School
55100	Tch Voc Graphic Arts Dist						School		School
55150	Tch Voc Health Occup Dist						School		School
55200	Tch Voc Home EC Occup Dist						School		School

55250	Tch Voc Ind Arts Tech Cert						School			School
55300	Tch Voc Nurst District						School			School
55420	Tch Voc Law Enforce Dist						School			School
55860	Tch Elem Reading	Teacher								
55870	Tch Elem Foreign Language			School						
61000	Tch ESE Coordinator			School			School			School
61100	Tch ESOL Coor-Elem			School						
61101	Tch ESOL Coor - Mid/Jr						School			
61102	Tch ESOL Coor - Sr High									School
61200	Tch Magnet Coordinator			School			School			School
61300	Tch Technology Coor			School			School			School
61500	Tch Adult Guidance Coun									School
61600	Tch Elem Guidance Coun			School						
61700	Tch SEC Guidance Coun						School			School
61710	Tch ESOL Bilingual Guid Coun			School			School			School
61720	Tch Middle Guidance Coun						School			
61730	Tch Middle Foreign Lang						School			
61790	Tch Middle Other						School			
62400	Tch ESE Audiologist			School			School			School
62600	Tch ESE Crisis Intevention			School			School			School
62700	Tch Homebound			School			School			School
62800	Tch Elem Media Specialist			School						
62900	Tch Middle Media Specialist						School			
63000	Tch SEC Media Specialist						School			School
63100	Tch Parent Liaison			School			School			School
63300	Tch Resource ESOL			School			School			School
63320	Tch Dist ESOL Coor Curr			School			School			School
63330	Tch Dist ESOL Coor Comp			School			School			School
63400	Tch Resource Non School			School			School			School
63410	Tch Learning Team Facilitator			School			School			School
63415	Tch Response to Intervention			School			School			School
63425	Tch Resource Staff Development			School			School			School
63500	Tch School Psychologist			School			School			School
63600	Tch Special Assignment			School			School			School
65160	Tch Elem Foreign Language			School						
65860	Tch Elem Reading	Teacher								

Teacher indicates that the teacher receives the value-added score based on the students assigned to them in TERMS who have a student growth score. If a teacher has less than 10 students assigned to them who have a student growth score, then the teacher will receive the school component score.

School indicates that the teacher receives the school component score. If a teacher is assigned to one school, then the teacher will receive the school component score. If a teacher is assigned to two schools, then the teacher will receive the weighted average of the schools' component scores. If a teacher is assigned to more than two schools, then the teacher will receive the District component score.

Table 3. Final Evaluation Rating Scale

Highly Effective	Effective	Needs Improving	Unsatisfactory
3.2-4.0	2.1-3.1	1.2-2.0	1.0-1.1

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Appendix 7:
Annual Evaluation Report for
Category 2 Teachers
(3+ years of service)

**Annual Evaluation Report for
Category II Teachers
(3+ years of service)**

Teacher: _____	Current Assignment: _____
District: _____	Grade/Subject: _____
School: _____	Years of Service: _____
Evaluator: _____	School Year: _____

This form is to serve as a permanent record of an administrator's evaluation of a teacher's performance during a specific period. It is based on specific criteria as it relates to the teacher's **instructional practice** using the *Marzano Model* (Art and Science of Teaching Framework) combined with the value-added score, resulting in the final evaluation score.

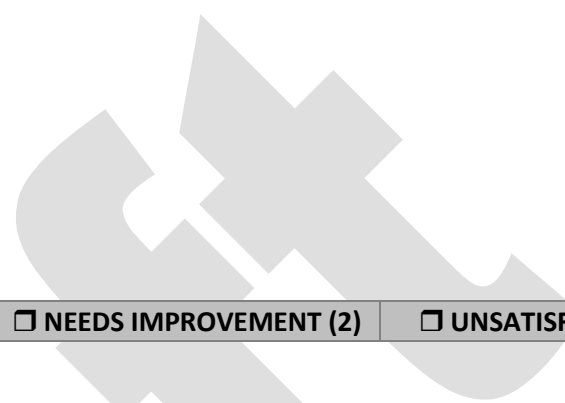
1. Status Score

The teacher's status score reflects his/her overall understanding and application of the Art and Science of Teaching framework across Domain 1: Classroom Strategies and Behaviors.

Domain 1 Sources of Evidence (select all that applies):

- Formal Observation
- Informal, Announced Observation
- Informal Unannounced Observation
- Walkthrough
- Artifacts: _____
- Other: _____

Evaluator Comments:



- | | | | |
|--|---|---|--|
| <input type="checkbox"/> HIGHLY EFFECTIVE (4) | <input type="checkbox"/> EFFECTIVE (3) | <input type="checkbox"/> NEEDS IMPROVEMENT (2) | <input type="checkbox"/> UNSATISFACTORY (1) |
|--|---|---|--|

Evaluator: I certify that the before named teacher has been evaluated based on his or her **instructional practice**.

Evaluator's Signature: _____ Date: _____

Evaluator Comments:

Teacher: I acknowledge the receipt of this Annual Evaluation Form of my **instructional practice**.

Teacher's Signature: _____ Date: _____

Teacher Comments:

2. Value-Added Score

The teacher's value-added score reflects student growth measures provided by the FLDOE.

Evaluator Comments:

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> HIGHLY EFFECTIVE (4) | <input type="checkbox"/> EFFECTIVE (3) | <input type="checkbox"/> NEEDS IMPROVEMENT (2) | <input type="checkbox"/> UNSATISFACTORY (1) |
|---|--|--|---|

3. Final Evaluation Score

The final evaluation score reflects the teacher's status score combined with the value-added score.

Evaluator Comments:

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> HIGHLY EFFECTIVE (4) | <input type="checkbox"/> EFFECTIVE (3) | <input type="checkbox"/> NEEDS IMPROVEMENT (2) | <input type="checkbox"/> UNSATISFACTORY (1) |
|---|--|--|---|

4. Signatures

Evaluator: I certify that the before named teacher has been evaluated based on his or her **final evaluation score**.

Evaluator's Signature: _____

Date: _____

Evaluator Comments:

Teacher: I acknowledge the receipt of this Annual Evaluation Report.

Teacher's Signature: _____

Date: _____

Teacher Comments:

Principal

Principal's Signature: _____

Date: _____

Principal Comments:

DIRECTIONS FOR COMPLETING FINAL ANNUAL EVALUATION REPORT

1. Part 1: Calculating teachers instructional practice rating from the MOES
 - a. The SDPBC will use the rubrics in Table 1 in the appendix to assign teachers their instructional practice rating

2. Part 2: Calculating teachers student growth rating
 - a. Table 2 in the appendix identifies for each job code
 - Student growth scores from FCAT 2.0 subject areas and/or Algebra I EOC will be used
 - Reading
 - Mathematics
 - Average of Reading and Mathematics
 - Which of three aggregation levels will be used
 - Teacher:
 - Teacher receives the FDOE value-added score.
 - School
 - Teacher receives the FDOE school component score.
 - District
 - Teacher receives the FDOE district component score.
 - b. Each of the three aggregation levels will have an associated reading, mathematics/Algebra 1 EOC or average reading and mathematics score, resulting in nine different student growth categories:
 - c. For each of the nine categories, the SDPBC will use the following z-scores based on the relevant state distribution to place teachers into the FDOE-required four rating categories
 1. > 1.12 Highly effective
 2. > -1.04 to ≤ 1.12 Effective
 3. > -2.06 to ≤ -1.04 Needs Development
 4. ≤ -2.06 Unsatisfactory

3. Calculating the Final Evaluation Rating
 - a. The instructional practice rating will be combined with the student growth rating using the scale in Table 3 in the appendix.

4. As this is the first year of developing the ratings, the JTEC will review the FY12 instructional practice ratings, the student growth ratings, and the final evaluation ratings, and if necessary make adjustments in the method for assigning the ratings prior to their distribution to instructional personnel.

Table 1. Rubrics for Determining Instructional Practice Rating

Category I Teacher	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Up to 2 Years Experience	At least 65% at Level 4 and <= 1% at Level 1 or 0	At least 65% at Level 3 or higher	Less than 65% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0
Category II Teacher	Highly Effective (4)	Effective (3)	Needs Improvement (2)	Unsatisfactory (1)
3+ Years Experience	At least 75% at Level 4 and 0% at Level 1 or 0	At least 75% at Level 3 or higher	Less than 75% at Level 3 or higher and Less than 50% at Level 1, 0	Greater than or equal to 50% at Level 1, 0

Table 2: Teachers Student Growth by Job Code

Job Code	Description	Elementary			Middle			High		
		Read	Math	R/M	Read	Math	R/M	Read	Math	R/M
31570	Counselor Family			School			School			School
50000	Tch Art Elem			School						
50001	Tch Art Mid/Jr						School			
50002	Tch Art Sr High									School
50100	Tch Computer Science High									School
50101	Tch Computer Science Mid/Jr						School			
50102	Tch Computer Science Elem			School						
50200	Tch Drivers Education									School
50300	Tch Elementary 1			School						
50350	Tch Elementary 2			School						
50400	Tch Elementary 3			School						
50450	Tch Elementary 4			Teacher						
50470	Tch Reading Coach Elem			School						
50471	Tch Reading Coach Mid/Jr						School			
50472	Tch Reading Coach High									School
50481	Tch Writing Coach			School			School			School
50490	Tch Math Coach Elem			School						
50491	Tch Math Coach Mid/Jr						School			
50492	Tch Math Coach High									School
50493	Tch Math Coach Other			School			School			School
50500	Tch Elementary 5			Teacher						
50510	Tch Science Coach			School			School			School
50520	Tch Middle ESOL Math						Teacher			
50530	Tch SEC ESOL Math						Teacher			Teacher
50540	Tch Middle ESOL Science				Teacher					
50550	Tch Elementary 6			Teacher						
50560	Tch SEC ESOL Science				Teacher			Teacher		
50570	Tch Middle ESOL Social Science				Teacher					
50580	Tch SEC ESOL Social Science				Teacher			Teacher		
50590	Tch Middle ESOL Lang Arts				Teacher					

50620	Tch Elem Math/Sci Coach			School						
50622	Tch Math/Science Coach High									School
50700	Tch Elem ESOL			Teacher						
50710	Tch ESOL High									School
50711	Tch ESOL-Mid/Jr					School				
50720	Tch Expert in Field			School		School				School
50750	Tch Elem Kindergarten			School						
50800	Tch Elem Intermediate 4-6			Teacher						
50850	Tch Elem PreKindergarten			School						
50900	Tch Elem Physical Education			School						
50950	Tch Elem Primary 1-3			School						
51020	Tch Elem Resource			School						
51100	Tch Health - Sr High									School
51101	Tch Health - Mid/Jr					School				
51150	Tch Middle English 6-8				Teacher					
51200	Tch Mid Integrated Curric						Teacher			
51250	Tch Middle Math 6-8					Teacher				
51300	Tch Middle Science 6-8				Teacher					
51350	Tch Midle Social Science				Teacher					
51370	Tch Middle Physical Ed						School			
51410	Tch Title II			School			School			School
51450	Tch Music-Elem			School						
51540	Tch Peer Counseling			School			School			School
51550	Tch Permanent Substitute			School			School			School
51600	Tch Physical Therapist			School			School			School
51610	Tch Occupational Therapist			School			School			School
51650	Tch ROTC									School
51700	Tch SEC Alternative Ed						School			School
51730	Tch Middle Foreign Lang						School			
51750	Tch Sec Biology				Teacher			Teacher		
51790	Tch Middle Other						School			
51800	Tch SEC Chemistry				Teacher			Teacher		
51850	Tch SEC Earth Space Science				Teacher			Teacher		
51900	Tch SEC English 9-12							Teacher		
51910	Tch Journalism 6-8						School			
51920	Tch Journalism 9-12									School
51930	Tch in School Suspnsn Sr High									School
51931	Tch in School Suspnsn - Mid/Jr						School			
51950	Tch SEC ESOL (Lang Arts)				Teacher			Teacher		
52000	Tch SEC Math 9-12								Teacher	
52050	Tch SEC Medical						School			School
52100	Tch SEC Other						School			School
52150	Tch SEC Physical Education						School			School
52200	Tch SEC Physics				Teacher			Teacher		
52220	Tch SEC Resource						School			School
52250	Tch K-12 Other			School			School			School
52300	Tch Reading Sr High							Teacher		
52301	Tch Reading Mid/Jr				Teacher					
52350	Tch SEC Science 9-12							Teacher		
52400	Tch SEC Social Science				Teacher			Teacher		
52450	Tch SEC Speech Debate						School			School
52490	Tch Psychology 9-12									School
52550	Tch Dance									School

52600	Tch Dance (No Cert Req)								School
52650	Tch Drama High								School
52651	Tch Drama -Mid/Jr						School		
52652	Tch Drama Elem			School					
52700	Tch ESE Autistic			Teacher			Teacher		Teacher
52710	Tch Homebound			School			School		School
52750	Tch ESE EH			Teacher			Teacher		Teacher
52800	Tch ESE Hearing Impaired			Teacher			Teacher		Teacher
52950	Tch ESE Physically Impaired			Teacher			Teacher		Teacher
53010	Tch ESE Pre-K			School					
53050	Tch ESE SED			Teacher			Teacher		Teacher
53100	Tch ESE SLD			Teacher			Teacher		Teacher
53150	Tch ESE SP Lang Imp Cert			School			School		School
53200	Tch ESE SP Path License			School			School		School
53250	Tch ESE Intellect Disabled			School			School		School
53300	Tch ESE VE			Teacher			Teacher		Teacher
53350	Tch ESE Visually Impaired			School			School		School
53400	Tch SEC for Lang Chinese						School		School
53450	Tch SEC for Lang French						School		School
53810	Tch VOC WE State						School		School
53900	Tch SEC for Lang Spanish						School		School
53950	Tch Elem Gifted			Teacher					
54000	Tch Middle Gift English 6-8				Teacher				
54050	Tch Middle Gift Gen Sci 6-8				Teacher				
54100	Tch Middle Gift Math 6-8					Teacher			
54150	Tch Midle Gift Soc Sci 6-8				Teacher				
54560	Tch Supp Acad Inst Elem			Teacher					
54561	Tch Supp Acad Inst Mid/Jr						School		
54650	Tch Adult Education								School
54652	Tch Supp Acad Inst High								School
54700	Tch Vocational 7-12						School		School
54750	Tch Voc Agriculture						School		School
54760	Tch Voc Auto Mechanics Dist						School		School
54770	Tch Voc Building Maint Dist						School		School
54790	Tch Voc Commercial Art Dist						School		School
54800	Tch Voc Business Education						School		School
54820	Tch Voc Drafting District						School		School
54870	Tch Voc Quantity Foods Dist						School		School
54880	Tch Voc TV Prod Tech Dist						School		School
54900	Tch Voc DCT						School		School
54910	Tch Voc Auto Body District						School		School
54920	Tch Voc Auto Detailing Dist						School		School
54930	Tch Voc Building Const Dist						School		School
54940	Tch Voc Photography Dist						School		School
54950	Tch Voc DE						School		School
54990	Tch VOC Biomed Equip Tech						School		School
55000	Tch Voc Exploratory						School		School
55010	Tch Voc Bus Data Proc						School		School
55030	Tch VoC Cab & Woodwk Dist						School		School
55040	Tch Voc Comp Service Dist						School		School
55050	Tch Voc Fam & Con Sci Cert						School		School
55090	Tch Voc Market & Mgmt Dist						School		School
55100	Tch Voc Graphic Arts Dist						School		School
55150	Tch Voc Health Occup Dist						School		School
55200	Tch Voc Home EC Occup Dist						School		School

55250	Tch Voc Ind Arts Tech Cert						School			School
55300	Tch Voc Nurst District						School			School
55420	Tch Voc Law Enforce Dist						School			School
55860	Tch Elem Reading	Teacher								
55870	Tch Elem Foreign Language				School					
61000	Tch ESE Coordinator				School		School			School
61100	Tch ESOL Coor-Elem				School					
61101	Tch ESOL Coor - Mid/Jr						School			
61102	Tch ESOL Coor - Sr High									School
61200	Tch Magnet Coordinator				School		School			School
61300	Tch Technology Coor				School		School			School
61500	Tch Adult Guidance Coun									School
61600	Tch Elem Guidance Coun				School					
61700	Tch SEC Guidance Coun						School			School
61710	Tch ESOL Bilingual Guid Coun				School		School			School
61720	Tch Middle Guidance Coun						School			
61730	Tch Middle Foreign Lang						School			
61790	Tch Middle Other						School			
62400	Tch ESE Audiologist				School		School			School
62600	Tch ESE Crisis Intevention				School		School			School
62700	Tch Homebound				School		School			School
62800	Tch Elem Media Specialist				School					
62900	Tch Middle Media Specialist						School			
63000	Tch SEC Media Specialist						School			School
63100	Tch Parent Liaison				School		School			School
63300	Tch Resource ESOL				School		School			School
63320	Tch Dist ESOL Coor Curr				School		School			School
63330	Tch Dist ESOL Coor Comp				School		School			School
63400	Tch Resource Non School				School		School			School
63410	Tch Learning Team Facilitator				School		School			School
63415	Tch Response to Intervention				School		School			School
63425	Tch Resource Staff Development				School		School			School
63500	Tch School Psychologist				School		School			School
63600	Tch Special Assignment				School		School			School
65160	Tch Elem Foreign Language				School					
65860	Tch Elem Reading	Teacher								

Teacher indicates that the teacher receives the value-added score based on the students assigned to them in TERMS who have a student growth score. If a teacher has less than 10 students assigned to them who have a student growth score, then the teacher will receive the school component score.

School indicates that the teacher receives the school component score. If a teacher is assigned to one school, then the teacher will receive the school component score. If a teacher is assigned to two schools, then the teacher will receive the weighted average of the schools' component scores. If a teacher is assigned to more than two schools, then the teacher will receive the District component score.

Table 3. Final Evaluation Rating Scale

Highly Effective	Effective	Needs Improving	Unsatisfactory
3.2-4.0	2.1-3.1	1.2-2.0	1.0-1.1

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