

North Branch Area Schools

Teacher Evaluation

Focusing on Teaching and Learning



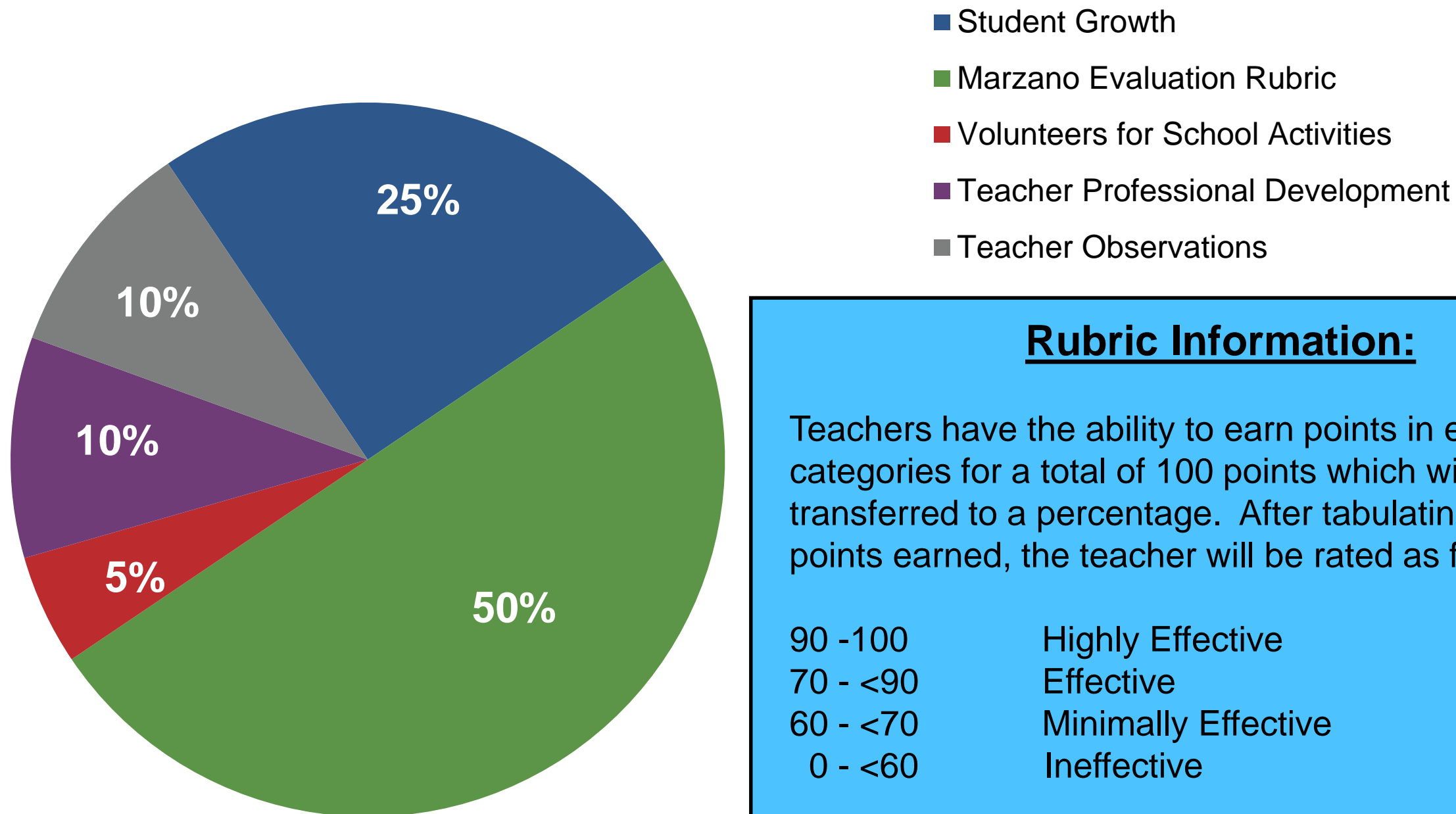
2013 - 2014
School Year

Board of Education
Approved
August 26, 2013

Aligned with MCL 380.1249

North Branch Area Schools Teacher Evaluation Rubric 2013-2014

Teacher Evaluation Rubric



Rubric Information:

Teachers have the ability to earn points in each of the categories for a total of 100 points which will be transferred to a percentage. After tabulating all of the points earned, the teacher will be rated as follows:

90 - 100	Highly Effective
70 - <90	Effective
60 - <70	Minimally Effective
0 - <60	Ineffective

Student Growth - 25 points

2013-2014 School Year

<http://legislature.mi.gov/doc.aspx?mcl-380-1249>

- Student growth shall be measured by national, state, or local assessments and other objective criteria. (MAP, PLAN, EXPLORE, MEAP, MME, ACT, local assessments)
- For the annual year-end evaluation for the 2013-2014 school year, at least 25% of the annual year-end evaluation shall be based on student growth and assessment data.
- For the annual year-end evaluation for the 2014-2015 school year, at least 40% of the annual year-end evaluation shall be based on student growth and assessment data.
- Beginning with the annual year-end evaluation for the 2015-2016 school year, at least 50% of the annual year-end evaluation shall be based on student growth and assessment data.

Student Growth – 25 points

Proficiency Targets

2013-2014

	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Students Growth Target #1				
Students Growth Target #2				
Students Growth Target #3				
Column Total				
Total Student Growth Score (Add column scores)	<div></div> /25 points			

North Branch Elementary

Student Growth – Proficiency Targets

2013-2014

Growth scores are based on the targets which were set using data from the 2011-2012 school year. Data was reviewed and targets were set based on the achievement made by students during the 2011-2013 school years.

Kindergarten – Fourth Grade	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Mathematics Envisions Pre/Post Assessment Benchmark – 70% Correct	> 50% increase of students meeting benchmark from fall to spring or > 70% class average in spring	46% to 50% increase of students meeting benchmark from fall to spring	41% to 45% increase of students meeting benchmark from fall to spring	< 41% increase of students meeting benchmark from fall to spring
Writing Grade Level Prompt Rubric Benchmark Gr. K-2 – 3/4 Gr. 2-4 – 4/6	> 50% increase of students meeting benchmark from fall to spring or > 70% class average in spring	46% to 50% increase of students meeting benchmark from fall to spring	41% to 45% increase of students meeting benchmark from fall to spring	< 41% increase of students meeting benchmark from fall to spring
Reading MAP RIT Scores	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

Ruth Fox

Student Growth – Proficiency Targets

2013-2014

: Primary sources of data will be taken from Language Arts and Math scores which will include QRI, STAR, MAP, and Cumulative Tests. Teachers will be assigned a growth score in either language arts or math if they teach in that area. Teachers who teach in both areas will be measured in their “main” instructional area. If a teacher does not teach language arts or math, they will use a growth score in science for the 2013-2014 school year.

Growth scores are based on the targets which were set using data from the 2011-2012 school year. Data was reviewed and targets were set based on the achievement made by students during the 2011-2013 school years.

ELA	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
STAR Reading	Student Growth Percentile ≥ 65%	SGP = 45% to < 65%	SGP = 35% to < 45%	SGP < 34%
QRI - NT	5th Grade ≥ 75% Growth 6th Grade ≥ 65% Growth	5th Grade 70 % to < 74% Growth 6th Grade 60 % to < 64% Growth	5th Grade 65% to <70% Growth 6th Grade 55% to <60% Growth	5th Grade 60% to < 64% Growth 6th Grade 50% to < 55% Growth
MAP Reading	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

Ruth Fox

Student Growth – Proficiency Targets

2013-2014

MATH	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
STAR Math	Student Growth Percentile = \geq 65%	SGP = 45% to < 65%	SGP = 35% to < 45%	SGP = < 34%
Pre/Post Assessment	> 70% Growth or class average of \geq 80%	60% to < 70% Growth	50% to < 60% Growth	< 50% Growth
MAP Math	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%
SCIENCE	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Pre/Post Assessment	> 40% Growth or the class average is 80% or above	35% to 40% Growth	30% to 34% Growth	25% to < 30% Growth
QRI - IT	5th Grade > 80% Growth	5th Grade 73% to 80% Growth	5th Grade 64% to < 73% Growth	5th Grade 59% to < 64% Growth
	6th Grade > 65% Growth	6th Grade 60% to 65% Growth	6th Grade 55% to < 60 % Growth	6th Grade 50% to < 55% Growth
MAP Science	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

Middle School

Student Growth – Proficiency Targets

2013-2014

Primary sources of data will be taken from Language Arts and Math scores which will include EXPLORE, MAP, and Cumulative Tests. Teachers will be assigned a growth score in either language arts, reading or math if they teach in that area. Teachers who teach in both areas will be measured in their “main” instructional area. If a teacher does not teach language arts or math, they will use the growth targets for EXPLORE reading or MAP reading.

Growth scores are based on the targets which were set using data from the 2011-2012 and 2012-2013 school years. Data was reviewed and targets were set based on the achievement made by students during the 2011-2013 school years.

ELA	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
EXPLORE ELA	Student Growth Percentile (SGP) $\geq 62\%$	SPG = 51% to < 62%	SPG = 40% to < 51%	SPG < 40%
Pre/Post Assessment	Student growth percentile > 70% or Class average of 80% or above	SGP = 60% to 69%	GP = 50% to 59%	SGP = < 49%
MAP Reading	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

Middle School

Student Growth – Proficiency Targets

2013-2014

MATH	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
EXPLORE Math	Student growth percentile > 50%	SGP = 45% to 50%	SGP = 34% to < 45%	SGP < 34%
Pre/Post Assessment	Student growth percentile > 70% or Class average of 80% or above	SGP = 60% to 69%	SGP = 50% to 59%	SGP < 49%
MAP Math	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%
SCIENCE	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
EXPLORE Science	Student growth percentile > 50%	SGP = 45% to 50%	SGP = 34% to < 45%	SGP < 34%
Pre/Post Assessment	Student growth percentile > 70 or Class average of 80% or above	SGP = 60% to 69%	SGP = 50% to 59%	SGP < 49%
MAP Science	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

Middle School

Student Growth – Proficiency Targets

2013-2014

Reading	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
EXPLORE Reading	Student growth percentile > 50%	SGP = 45% to 50%	SGP = 34% to < 45%	SGP < 34%
Pre/Post Assessment	Student growth percentile > 70% or Class average of 80% or above	SGP = 60% to 69%	SGP = 50% to 59%	SGP = < 49%
MAP Reading	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

High School

Student Growth – Proficiency Targets

2013-2014

Primary sources of data will be taken from Language Arts, Math and Science scores which will include PLAN, MAP, and Pre & Post Tests. If a teacher does not teach language arts, math, or science they will use a growth score in Reading for the 2013-2014 school year.

ELA	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Pre-Post Assessments	Student growth percentile > 70% or class average of $\geq 80\%$	60% to 70% Growth	50% to < 60% Growth	< 50% Growth
PLAN ELA (9 & 10) MME/ACT ELA (11)	Student Growth Percentile (SGP) $\geq 62\%$	SPG = 51% to < 62%	SPG = 40% to < 51%	SPG < 40%
MAP Reading	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% to 100%	Overall percentage of students who met or exceeded projected RIT = 40% to < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

High School

Student Growth – Proficiency Targets

2013-2014

MATH	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
PLAN (9 &10) MME/ACT (11)	Student Growth Percentile (SGP) > 50%	SPG = 46% to 50%	SPG = 40% to <46%	SPG < 40%
Pre-Post Assessments	Student growth percentile > 70% or class average of $\geq 80\%$	60% to 70% Growth	50% to < 60% Growth	< 50% Growth
MAP Math	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% \leq 100%	Overall percentage of students who met or exceeded projected RIT = 40% < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

High School

Student Growth – Proficiency Targets

2013-2014

SCIENCE	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Pre-Post Assessments	Student growth percentile > 70% or class average of $\geq 80\%$	60% to 70% Growth	50% to < 60% Growth	< 50% Growth
PLAN Science (9 &10) MME/ACT Science (11)	Student Growth Percentile (SGP) > 50%	SPG = 40% to 50%	SPG = 35% to < 40%	SPG < 35%
MAP Science	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% < 100%	Overall percentage of students who met or exceeded projected RIT = 40% < 75%	Overall percentage of students who met or exceeded projected RIT < 40%

High School

Student Growth – Proficiency Targets

2013-2014

Social Studies & Elective Courses	Exceeds Target 8.334 points	Meets Target 6.667 points	Below Target 5 points	Significantly Below Target 0 points
Pre-Post Assessments	Student growth percentile > 70% or class average of $\geq 80\%$	60% to 70% Growth	50% to < 60% Growth	< 50% Growth
PLAN Reading (9 &10) MME/ACT (11)	Student Growth Percentile (SGP) $\geq 62\%$	SPG = 51% to 62%	SPG = 40% to < 51%	SPG < 40%
MAP Reading	Overall percentage of students who met or exceeded projected RIT >100%	Overall percentage of students who met or exceeded projected RIT = 75% < 100%	Overall percentage of students who met or exceeded projected RIT = 40% to <75%	Overall percentage of students who met or exceeded projected RIT < 40%

Evaluation Chart - 50 points

The district continues to use the Marzano Art of Science and Teaching Framework. In the framework, Dr. Marzano outlines 10 critical areas of instructional practice, along with specific strategies for each area.

The Framework, with its Four Domains and ten Design Questions, is shown on the next two pages.

During the first year of implementation, administrators primarily worked with/evaluating teachers on Design Questions 1, 6, and 5. For the 2013-2014 school year, Design Questions 2, 7 & 8, Domain 3 elements 53 & 54 and Domain 4 are included. Full implementation is planned for the 2014-2015 school year but no later than 2015-2016.

Staff has access to iObservation and to the resource library contained within which provides access to videos, etc., that demonstrate the instructional strategies within the Framework.

Teacher evaluations will consist of walkthroughs, informal, and formal observations. Administrators will be using the iObservation software from Learning Sciences International.

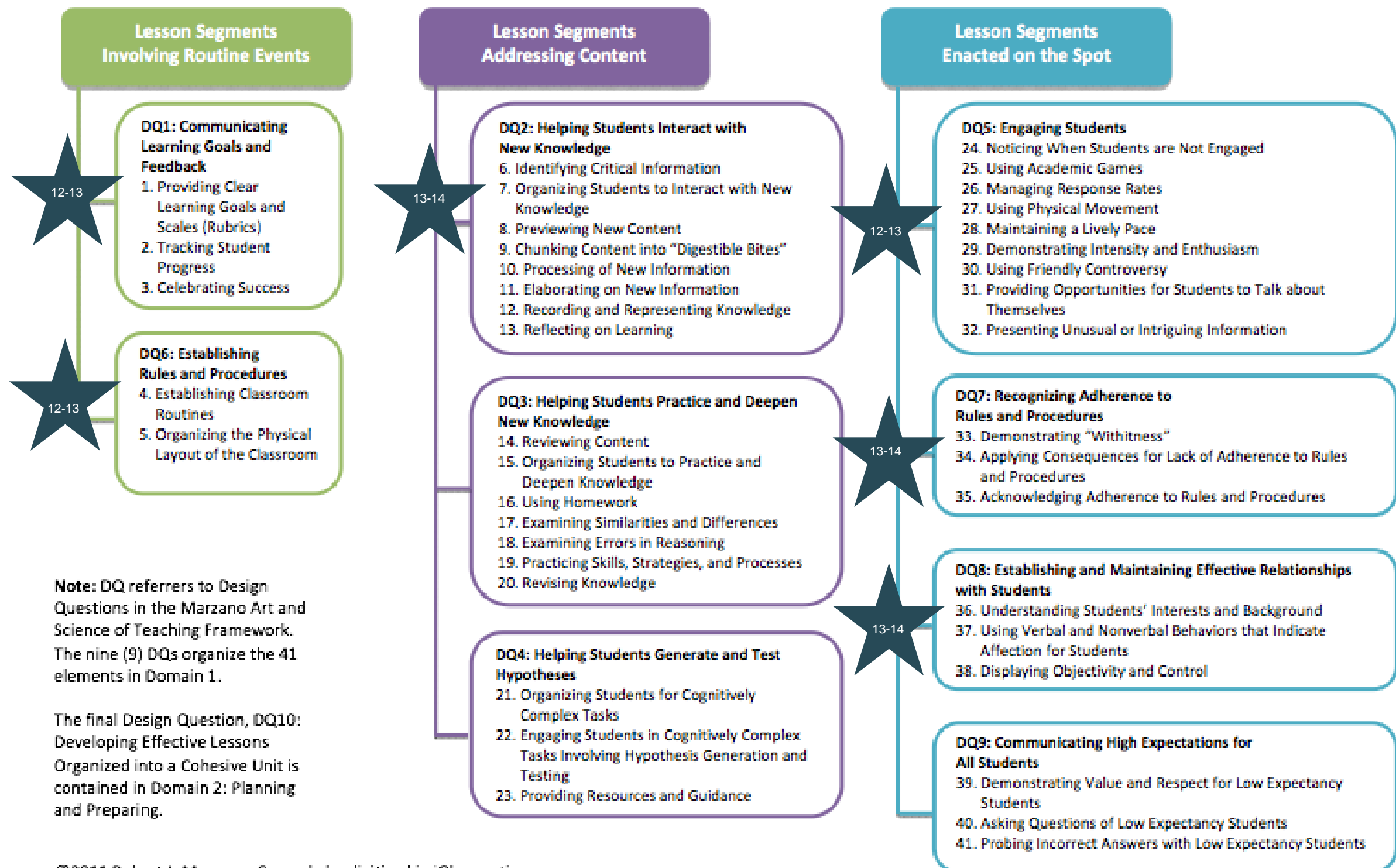
Evaluation Chart - 50 points

Marzano Art and Science of Teaching Framework
Domain 1: Classroom Strategies and Behaviors

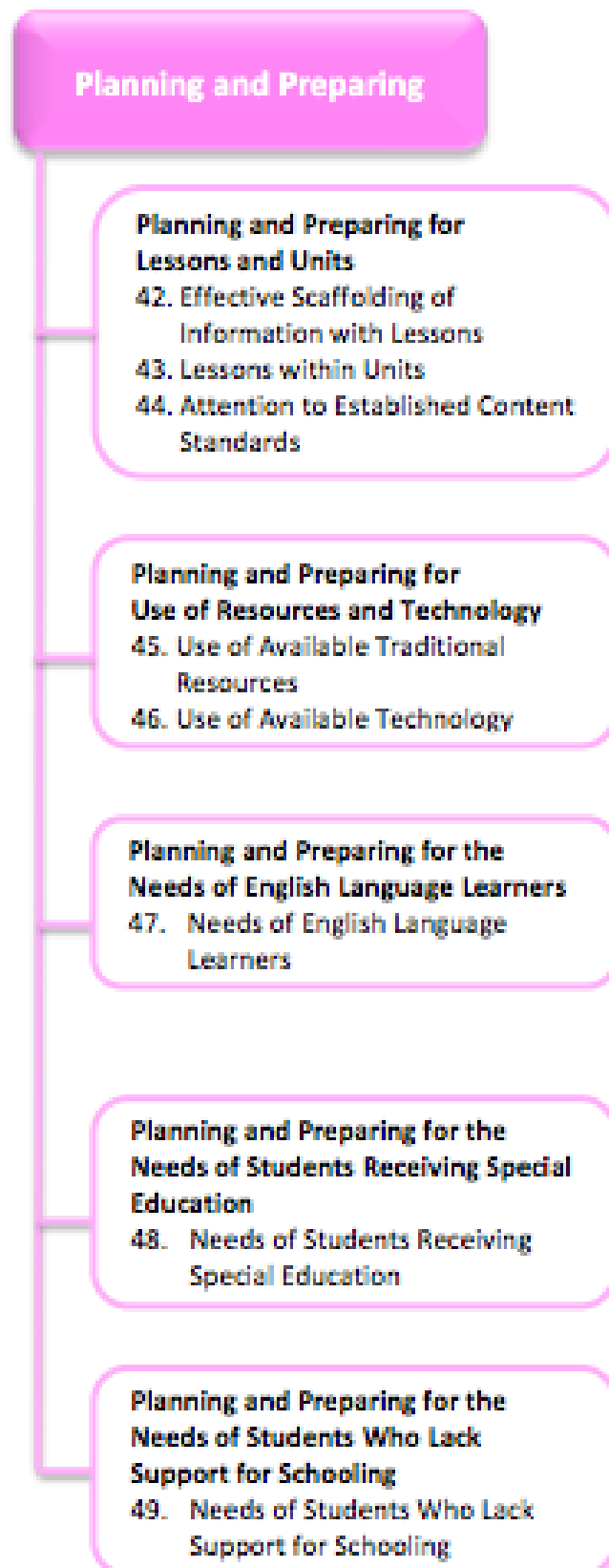
Learning Sciences International
LEARNING AND PERFORMANCE MANAGEMENT

Domain 1: Classroom Strategies and Behaviors

Domain 1 is based on the Art and Science of Teaching Framework and identifies the 41 elements or instructional categories that happen in the classroom. The 41 instructional categories are organized into 9 Design Questions (DQ) and further grouped into 3 Lesson Segments to define the Observation and Feedback Protocol.



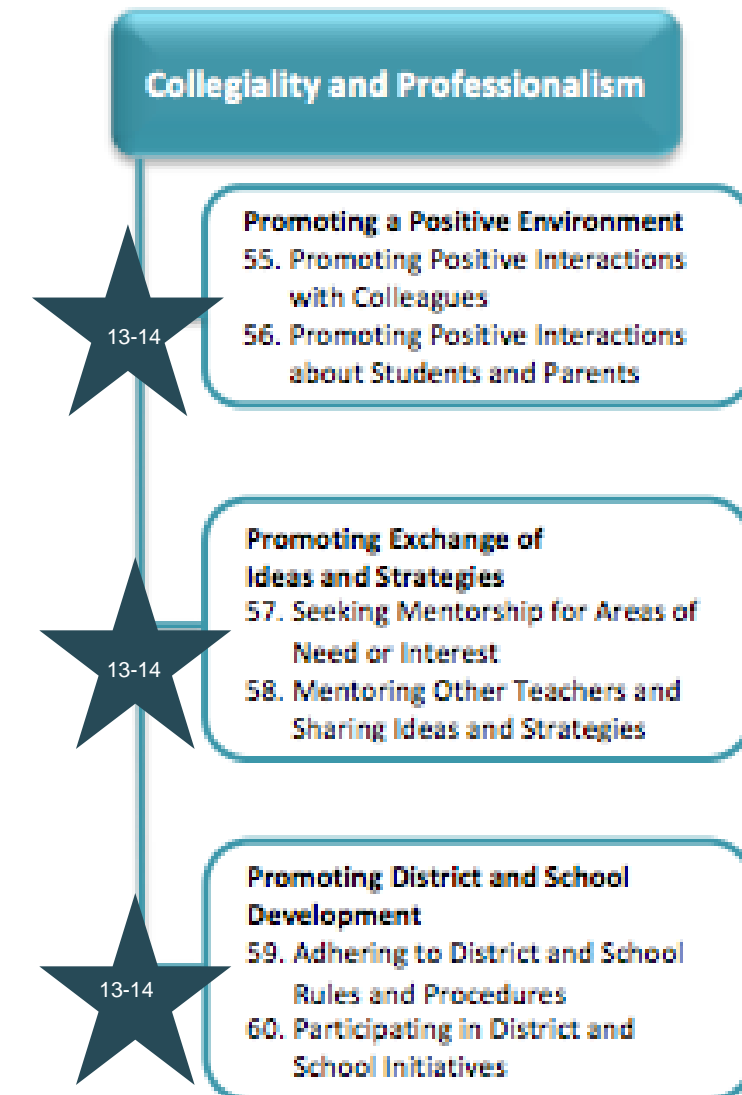
Domain 2: Planning and Preparing



Domain 3: Reflecting on Teaching



Domain 4: Collegiality and Professionalism



Volunteers for Building Activities - 5 points

Teacher volunteers for 10 hours	5 points
Teacher volunteers for 9 hours	4.5 points
Teacher volunteers for 8 hours	4 points
Teacher volunteers for 7 hours	3.5 points
Teacher volunteers for 6 hours	3 points
Teacher volunteers for 5 hours	2.5 points
Teacher volunteers for 4 hours	2 points
Teacher volunteers for 3 hours	1.5 points
Teacher volunteers for 2 hours	1 points
Teacher volunteers for 1 hour	.5 point

Activities must be selected from the approved building activity list or be pre-approved by the building administrator.

Building Activities that I have volunteered for:

[illegible]

Teacher Professional Development - 10 points

Teacher attends 10 hours of PD	10points
Teacher attends 9 hours of PD	9 points
Teacher attends 8 hours of PD	8 points
Teacher attends 7 hours of PD	7 points
Teacher attends 6 hours of PD	6 points
Teacher attends 5 hours of PD	5 points
Teacher attends 4 hours of PD	4 points
Teacher attends 3 hours of PD	3 points
Teacher attends 2 hours of PD	2 point
Teacher attends 1 hour of PD	1point

Note:

Professional development ideas could include such things as a book study group in your building after school, webinars, Learnport, conferences, etc. Classes taken for credit toward advancement on the salary scale could be used. Other ideas for professional development should be agreed upon with the administrator before completion. The dates for the professional development will be from June 1 until the following June 1 (the same as the REP report that is turned in to Central Office at the end of the school year).

2013-2014

Professional Development that I have participated in:

[illegible]

Teacher Observations - 10 points

Teacher observes 5 or more (30 minute minimum) lessons in another classroom (not including teammates if in teaming situation) during the school year.	10 points
Teacher observes 4 (30 minute minimum) lessons in another classroom (not including teammates if in teaming situation) during the school year.	8 points
Teacher observes 3 (30 minute minimum) lessons in another classroom (not including teammates if in teaming situation) during the school year.	6 points
Teacher observes 2 (30 minute minimum) lessons in another classroom (not including teammates if in teaming situation) during the school year.	4 points
Teacher observes 1 (30 minute minimum) lesson in another classroom (not including teammates if in teaming situation) during the school year.	2 points

Important Note:

In order to receive credit for this category, the teacher needs to turn in a sheet containing the date and time (beginning and ending) of the observation and the signature of the teacher they observed as well as their own. Administrators may provide guidance in scheduling teacher observations.

The teacher is encouraged to discuss the lesson with the teacher they observed and provide any helpful feedback or observations noted.

2013-2014

Teacher Observations that I have completed:

Class Observed	Date	Signature of Teacher Being Observed