RBBCSC Teacher Appraisal Plan At a Glance

Q: What is the Teacher Appraisal Plan and how does it affect me?
A: The Teacher Appraisal Plan is a tool to help determine the effectiveness of our instructional staff. It is a locally developed plan comprised of two components: the Teacher Effectiveness Rubric (TER), which accounts for 80% of your overall summative evaluation, and Student Learning Measures, accounting for the remaining 20% of the overall summative appraisal.

Teacher Appraisal Plan

- Teacher Effectiveness Rubric
- Student Learning Measures

20%

80%

Q: What is the Teacher Effectiveness Rubric and how does it affect my overall summative appraisal?
A: During the course of a school year, teachers are observed formally and informally through evidence-based classroom and document-based observations tied to student learning outcomes through the TER. The TER is a Danielson-based rubric outlining four domains and 32 competencies for research-based instructional practice. These domains include: *Planning and Preparation*, *Classroom Environment, Instruction*, and *Professionalism*. The overall TER rating is multiplied by 80% for the overall summative rating.

Domain Competencies (80% of Overall Summative Appraisal)

- Domain 1: Planning & Preparation
- Domain 2: Classroom Environment
- Domain 3: Instruction
- Domain 4: Professionalism

20% 20% 20% 40%

Q: How will my overall summative rating be determined to include both the Teacher Effectiveness Rubric and Student Learning Measures?
A: The pie chart to the right represents the overall impact of all components, including the TER Domains and Student Learning Measures, on the overall summative appraisal rating. The TER Domain Competencies are applied to the overall summative at a weight of 80%. In the end, the instructional domain is the overarching component of the Teacher Appraisal Plan with the most weight.

Teacher Appraisal Plan Summative Components

- Domain 1: Planning & Preparation
- Domain 2: Classroom Environment
- Domain 3: Instruction
- Domain 4: Professionalism
- Student Learning Measures (IGM, Content Learnin…

20% 16% 16% 32% 16%

Q: What are Student Learning Measures and how to they affect my overall summative appraisal?
A: Student Learning Measures are based on student achievement and growth and depend on the grade-level at which you teach and the type of courses.

- **Teachers at grades K-3 and 9-12** administer Content Learning Goal (CLG) achievement assessments at the end of the school year accounting for 15% of their overall summative evaluation rating. These achievement assessments are focused on two essential standards per content area. Achievement/mastery levels are determined by each grade-level/course depending on the type of assessment to be administered. Scores are calculated for both the entire grade-level/course (7.5%) and individual classes/course sections (7.5%).
- **Grades 4-8 ELA and Mathematics teachers** (including self-contained SpEd) receive an Indiana Growth Model (IGM) score for ISTEP+ student growth data. This IGM score accounts for 8% of a teachers overall summative appraisal rating. CLG achievement assessments, as described above, will account for 7% of the overall

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summative appraisal rating. Scores for CLGs are calculated for both the entire grade-level/course (3.5%) and individual classes/course sections (3.5%).

- **Special Education Inclusion teachers** will apply Individualized Education Plan goals/objectives of their caseload students and will account for 15% of the overall summative appraisal rating (***Special Education IEP Goals Sheet***)
- **Schoolwide A-F Accountability Grades** will account for the final 5% of the Student Learning Measures and the overall summative appraisal rating.

Q: How does my grade-level content team or course develop the CLGs assessment?
A: Your content team or course will use the ***Content Learning Goals Assessment Development Worksheet*** to assist you in the identification of your targeted essential standards and the development of the assessment.

Q: How do I report my CLG assessment data?
A: Content teams and courses will apply their student scores to the following *Data Collection Google Sheet*:
- *EOY Assessment Data Sheet (Grades K-5)*
- *EOY Assessment Data Sheet (Grades 6-12)*

Q: What if my students are not demonstrating mastery on the CLG essential standard assessment(s)? May I use other data sources to demonstrate growth?
A: While all students may not meet the target achievement level of mastery, in order for students to be counted toward a teacher's Effective rating, teachers would need to demonstrate student growth toward mastery of the targeted standards. this may be demonstrated through multiple measures, including but not limited to, formative assessments, standards-aligned assignments in Harmony, etc.

Q: What are the performance bands for student achievement?
A: *If 75% or more of students meet the mastery target level or better on the CLG assessment, the rating will be a 4 (Highly Effective).*
If 50 - 74.9% of students meet the mastery target level on the CLG assessment, the rating will be a 3 (Effective).
If 33 - 49.9% of students meet the mastery target level on the CLG assessment, the rating will be a 2 (Improvement Necessary).
If 32.9% or less of students meet the mastery target level or less on the CLG assessment, the rating will be a 1 (Ineffective).

Q: What does the overall summative appraisal calculation look like?
A: The general calculations for both the Teacher Effectiveness Rubric and the Student Learning Measures will be calculated through the following format in the Pivot system. ***You may view several scenarios by grade span here.***

Teacher Effectiveness Rubric (TER) Rating Calculations	Weight	Multiplier	Summative
Domain 1 Subtotal (Plan & Prep)	20%	.20	
Domain 2 Subtotal (Classroom Environment)	20%	.20	
Domain 3 Subtotal (Instruction)	40%	.40	
Domain 4 Subtotal (Professionalism)	20%	.20	
Teacher Effectiveness Rubric Total		1.0	x 0.80
Primary Student Measure (ISTEP for Grades 4-8 Teachers)	8%		x 0.08
Secondary Student Measure (Content Learning Goals for All Teachers)	7% (Grd 4-8) 15% (K-3, 9-12)		x 0.07 (Grd 4-8) x 0.15 (K-3, 9-12)
Schoolwide Accountability Grade (A-F)	5%		x 0.05
Summative Appraisal Plan Total			

Q: How is my rating determined on the overall summative evaluation?

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A: Once your rating has been determined through the TER and Student Learning Measures (per the previous table), your overall summative rating will be applied through the following rating breakdown:

3.5 - 4.0: Highly Effective

2.5 - 3.49: Effective

1.75 - 2.49: Improvement Necessary

1.00 - 1.74: Ineffective