



Dr. Jennifer Green
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Southfield Public Schools Educator Evaluation Framework 2022-2026

A robust evaluation process for all Southfield Public School staff is vital to the success of the students served on a daily basis. Evaluation creates standardization across the district. Observation and data analysis give staff opportunities for reflection with leaders and mentors on best practices, growth areas, strengths and feedback that can be shared to help other staff in their growth. The evaluation process is meant to be a **growth and support** tool around a practitioner's journey towards best practice for the staff and students within their service and responsibility. SPS strives to maintain a rigorous, transparent, and fair evaluation system using the Danielson Framework for Teaching.

Current Michigan Department of Education Evaluation Guidance for the 2022-2023 School Year

Student Growth and Assessment Data

Legislation requires that student growth and assessment data must account for 40% of the annual year-end educator evaluation. For teachers of grades and content areas measured by state assessment with student growth data available for use, 50% of the student growth portion of evaluations (20% of the total evaluation) must be determined by state assessment student growth data. For the 2022-23 educator evaluation cycle, available state assessment student growth data include growth metrics based on the spring 2019, 2021, and 2022 state assessment results.

If there is student growth and assessment data available for a teacher for at least three school years, the annual year-end evaluation must be based on the student growth and assessment data for the most recent three-consecutive-school-year period. If there is no student growth and assessment data available for a teacher for at least three school years, the annual year-end evaluation must be based on the student growth and assessment data that are available for the teacher. Intermediate School Districts (ISDs) and local education agencies (LEAs) may choose to weigh years of student growth and assessment data differently according to the quality and relevance of the available data to the educator's job performance.

The portion of student growth not measured by state assessment must be measured using multiple research-based growth measures or alternative assessments that are rigorous and comparable across schools with the ISD or LEA.

Highly Effective Exemption

If a teacher or administrator is rated as highly effective on three consecutive annual year-end evaluations, the ISD or LEA may choose to conduct a year-end evaluation biennially instead of annually.

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Note: The 2019-20 “No Eval Emergency Order” rating does not interrupt three otherwise consecutive highly effective ratings, nor qualify as one of the three required highly effective ratings.

Individualized Development Plans

ISDs and LEAs are required to develop an individualized development plan for any teacher in the first year of the probationary period (first full year of employment) or who received a rating of minimally effective or ineffective on the most recent annual year-end evaluation. A midyear progress report is also required.

SPS Evaluation Cycle & Process

Who will be evaluated?

- **All teachers within SPS will be evaluated for the 2022-2023 school year**

The impact of the pandemic continues to impact the district, especially related to staffing. However, the district will ensure that quality time and attention can be given to provide meaningful observations, walkthroughs and feedback of instructional practice throughout the year. As all teachers continue to effectively navigate Schoology, Seesaw and other online learning platforms, technology, curricular platforms and online resources, informal walkthrough opportunities for conversation and feedback will continue with all staff to build capacity in all educators related to effective instructional practices in all content areas.

Evaluation Tool: Charlotte Danielson (60%)

Southfield Public School teachers and support staff will be evaluated using the State of Michigan approved evaluation tool: Charlotte Danielson Framework for Teacher Evaluation. All staff providing direct and/or indirect instructional support to students will be evaluated using the appropriate performance rubric. All rubrics are available within the Standards for Success (SFS) platform and include:

- *Southfield Teacher Rubric*
- *Southfield Education Teacher Rubric*
- *Southfield Special Education Teacher Consultant Rubric*
- *Southfield Instructional Specialist Rubric - (Literacy Coach)*
- *Southfield Learning Support Teacher Rubric - (Title 1 Teacher, Paraprofessional)*
- *Southfield School Counselor Rubric*

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- *Southfield Psychologist Rubric*
- *Southfield Speech Pathologist Rubric*
- *Southfield Social Worker Rubric*
- *Southfield Media Specialist Rubric*

Evaluation Cycle for All Staff

Goal Setting: September 19 - November 4, 2022

First Semester Observation Period: November 7 - January 20, 2023

Mid-Year Progress: January 30 - March 3, 2023

Second Semester Observation Period: March 13 - May 26, 2022

Summative Evaluation Period: May 29 - June 9, 2023

In the 2022-2023 school educators will be evaluated on specific strands within the Four Domains of the evaluation tool within their respective areas. These strands, as an extension of the four domains, describe and underscore effective practice and best align with the District Strategic Plan to demonstrate impactful instructional practice within the teaching and learning environment. *All Charlotte Danielson Rubrics for all positions will share the same Domains/Strands.*

Domain 1: Planning and Preparation

1a, 1b, 1c, 1d, 1e

Domain 2: The Classroom Environment

2b, 2c, 2d

Domain 3: Instruction

3a, 3b, 3c, 3d, 3e

Domain 4: Professional Responsibilities

4b, 4c, 4e, 4f

The Data Portion of Evaluation (40%) ALL EDUCATORS

3-5, 6-8 ELA and Math Teachers

9-12 Core and Elective Teachers

6-8 Science, Social Studies, K-8 Specials/Elective Teachers

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Educators will create two SMART GOALS, each containing a student learning objective from their specific content area.

Grades 3-12

- 20% - Data from State Assessment Student Growth Data
- 20% - Data from local assessments: unit test, final exam, Illuminate pre and post test, project or essay summative rubric or any other **rigorous** local assessment designed to demonstrate mastery of the student learning objectives. Teachers must show a minimum of three (3) forms of evidence for each goal that demonstrate student mastery of the learning objectives

Grades K-2

- Students must demonstrate mastery of the student learning objective (SLO) within the core or elective subject areas. Teachers must show a minimum of four (4) forms of evidence for each goal that demonstrate student mastery of the learning objectives using various forms of local assessment throughout the year. Assessments can include: unit test, final exam, Illuminate pre and post test, project or essay summative rubric or any other **rigorous** local assessment designed to demonstrate mastery of the student learning objectives.

Literacy Coach, Title 1, Paraprofessional, Counselors, Teacher Consultant, Media Specialist, Speech Pathologist, Psychologists and Social Workers Evaluation

Each instructional and social emotional support position has a specialized rubric within the Standard for Success Evaluation Platform. The evaluation protocol is as follows:

- **60%** - The Danielson rubric for the specific area of support
- **40%** - Two professional and measurable growth goals agreed upon with the administrator that are tied directly to the support provided. A minimum of four (4) forms of evidence will be provided for each goal to demonstrate how students or teachers have progressed throughout the year toward their individual goals. The administrator will determine the effectiveness rating based on the 4.0 scale.

Here is an example of how the scoring is calculated. The administrator will evaluate the evidence provided and determine the AVERAGE of the scores.

- Evidence 1 - Progress is 75% or higher = **4**
- Evidence 2 - Progress is 50% - 74% = **3**
- Evidence 3 - Progress is 75% or higher = **3.5**
- Evidence 4 - Progress is 25% - 49% = **2.0**

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○ $4 + 3 + 3.5 + 2.0 = 12.5 / 4 = 3.1$ (Effective)

- Final Rating: This staff member would receive a rating of Effective based on the Evaluation Rating Rubric below.
- Any form of *rigorous* evidence that shows *measurable* data to support student progress is acceptable. This can be discussed with the evaluator prior to the formal evaluation at the end of the year.

Ineffective: 0.0 - 1.49

Minimally Effective: 1.50 - 2.49

Effective: 2.50 - 3.49

Highly Effective: 3.5 - 4.0

Evaluation Rating Summative Assessment Growth
3.50 - 4.0 - Highly Effective Student or Teacher progress is 75% or higher toward individual goals
2.50 - 3.49 - Effective Student or Teacher progress is 50%-74% toward individual goals
1.50 - 2.49 - Minimally Effective Student or Teacher progress is 25%-49% toward individual goals
1.49 - Below - Ineffective Student or Teacher progress is Less than 25% toward individual goals

Summative Evaluation

The final summative evaluation will occur between **May 29 - June 9, 2023**. Administrators will use the 4.0 scale within Standards for Success to submit final scores for teachers. Standards for Success will automatically populate the student growth score along with the Danielson rubric score resulting in the final evaluation rating for teachers.

End of the Year Scoring in SFS

ALL TEACHERS (All subjects and grade levels)

Here is an **example** of how the scoring is calculated. For this, the administrator will evaluate the 3 evidences and determine the AVERAGE of the 3 scores

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- Teacher A
 - Evidence 1 - 75% or higher demonstrated mastery on the assessment = **4**
 - Evidence 2 - 50% - 74% demonstrate master on the assessment = **3**
 - Evidence 3 - 75% or higher demonstrated mastery on the assessment = **4**
 - $4 + 3 + 4 = 11 / 3 = 3.6$
- Final Rating: This teacher would receive a rating of Highly Effective as the score is between 3.5 - 4.0 in the Evaluation Rating Rubric above. The .5 scores can also be used within the final calculation as needed (2.5, 3.5).

Standards for Success (SFS) Universal Forms/Rubrics

- **Teacher Professional Growth Plan** form for the Individual Development Plan (IDP). This should be used for teacher's needing an intense plan of support to address growth areas within instructional practices.
- **Smart Goal** form for teacher goals.
- **Danielson** performance rubrics for all positions
- **School ADvance** rubrics for all administrators
- We will also record HQI walkthroughs and observation feedback within the SFS platform.

NOTE: Elements of this process that would change each year are Evaluation Cycle Dates and any MDE required changes to the process.

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