

Evaluation of Certificated Personnel Protocol

The following guidelines will be used to evaluate Certified Teachers and those holding a Pupil Personnel Certificate:

- A Student Growth component will constitute one-third (33%) of the Evaluation.
- Professional Practice evaluation using the Danielson Framework will comprises the other two-thirds (67%)
- Parental input will be considered in the evaluation process.
- A Final Rating for certificated personnel must be determined using the Professional Practice component and the Student Growth component. This final rating for teachers will use the Danielson Level of Performance designations: Distinguished, Proficient, Basic, Unsatisfactory.

Idaho Code 33-514(4)- -District Policy 5340
 IDAPA 08.02.02.120

Jerome School District Policy 5340 describes the process to be used for evaluating certified teaching personnel.

Proficiency Rating

Professional Practice Component

The Professional Practice component rating is computed using the District’s Summative Teacher Evaluation Form. This form uses the four Levels of Proficiency to describe teacher performance in each of the 22 components of the Danielson Framework. The Levels of Proficiency, hereafter referred to as LOPs, are Distinguished, Proficient, Basic, and Unsatisfactory. The performance by a teacher on these 22 components is then assigned a LOP by the following process:

1. The LOPs are given a numeric point value, Distinguished is worth 4 points, Proficient is worth 3 points, Basic is worth 2 points, and Unsatisfactory is worth 1 points.
2. The numerical point values of the teacher’s earned LOP in each of the 22 components are totaled to give the evaluation a numerical points earned from 22 to 88.
3. This numerical total of points earned are assigned a LOP as shown in the chart below. This constitutes the Profession Practice Component rating

<u>Points earned</u>	<u>Assigned LOP</u>
78-88 Points	Distinguished
55-77 Points	Proficient
41-54 Points	Basic
0-40 Points	Unsatisfactory

Student Achievement Component

The teacher will receive a rating of Distinguished, Proficient, Basic or Proficient as determined by building plans. A point value is assigned to each rating (Distinguished is worth 4 points, Proficient is worth 3 points, Basic is worth 2 points, and Unsatisfactory is worth 1 point.)

Parental Input

Parental input will be factored in as part of the Professional Responsibility Domain of the Charlotte Danielson Framework.

State Submission

The Professional Practice Component rating and the Student Achievement Component rating will be submitted to the Idaho State Department of Education.

Procedure History:

- Adopted on: 12/15/2015
- Revised on: 02/25/2020
- Revised on: 05/26/2020