

Educator Effectiveness

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Our Educator Effectiveness evaluations are put into Frontline Professional Growth Plan. You can access your Frontline Professional Growth account here. Your username is your email, and click 'forget password' to have a password reset sent to your email.

Educator Effectiveness Due Dates 2025-2026:

- Beginning of the Year: October 24
- Mid-Year: January 19
- End of Year: May 15

Supporting Year vs. Summary Year

Read this to find out what needs to be completed when in a supporting year (non-evaluation year) and in a summary year (evaluation year).

[Supporting Year vs. Summary Year - Task lists](#)

SLO- Student Learning Objective

SLOs are context-specific SMART goals that target the growth of a specific student population based on their needs on specific content and/or academic skills. SLOs are selected, created, and driven by data collected from various baseline and historical data sources.

SLO Stem- SMART Goal Model:

As a result of _____ (insert instructional practices) these students _____ (describe which students are targeted or the focus) will achieve/improve by/score _____ (set numeric goal) by this time ____ (end of semester, end of year) as measured by _____ (which assessment used).

PPG- Professional Practice Goal

A PPG is a goal focused on a pupil services professional's practice. Pupil services professionals will develop one practice-related goal annually. This goal is not scored, but serves to align a pupil services professional's SPO to her/his professional practice.

PPG Stem:

I will _____, so that my students _____.

Artifact Portfolio

You are primarily responsible for providing artifacts for Domains 1 & 4. Domains 2 & 3 artifacts will come primarily from your administrator's observations. Look carefully at the critical attributes for each component, and be sure that you are transparently representing the attributes with your Artifact and Evidence of Artifact Statements.

Your Artifact Portfolio must be completed by the end of your Summary Year. It is highly recommended if you are in a Summary Year, you begin to collect artifacts now.

Several really good artifacts can account for many components.

Artifacts Portfolio Template

Sample Evidence Statements and Artifacts

Workshop Materials for Each Component: Sample Evidence Statement, Artifacts, etc.

Click the component below to see the rubric segment, artifact ideas and sample statements:

Artifact Ideas

Evidence Sources for Domains 1 & 4

[Comprehensive Artifact List \(**2014\)](#)

[Artifacts with Music in Mind](#)

Frontline Professional Growth Tutorials

Click on the titles below to see videos.

- [Getting Started User Guide](#)
- [Uploading an Artifact](#) to a Form - SLOs and PPGs
- [Uploading an Artifact to the Artifact File](#) - Artifact Portfolio

Type the year of your evaluation cycle and your last name next to Name. In description, simply write that all artifacts and evidence statements are linked and written in the attached Google Doc. Make sure your artifacts are shared as 'anyone in Waterloo with the link can view.' Tag all components in Domains 1 and 4. Copy and paste the URL for your Artifacts Portfolio template where it says File Url. See screenshot on next page.

Upload File

Name: 2019 Mortensen Artifacts Portfolio

Description: All artifacts and evidence statements are linked and written in the attached Google Doc.

Types: Collaboration, Communication, Data, Instructional Planning, Other, Planning, Professional Develop

Categories: Practice Evidence

Alignment: Choose a Rubric... Choose a Criteria + Add Criteria

Rubric	Criteria	
Component 1e: Designing C...	Learning activities; Instructional materials and resources; Instr...	✖
Component 1f: Designing St...	Congruence with instructional outcomes; Criteria and standard...	✖
Component 4a: Reflecting on...	Accuracy; Use in future teaching	✖
Component 4b: Maintaining ...	Student completion of assignments; Student progress in learni...	✖
Component 4c: Communicati...	Information about the instructional program; Information about i...	✖
Component 4d: Participating ...	Relationships with colleagues; Involvement in a culture of profes...	✖
Component 4e: Growing and...	Enhancement of content knowledge and pedagogical skill; Rec...	✖

File Type: File Url

File Url: https://docs.google.com/document/d/111OzK_7LSRWsJwUfrqwA331IPT0s5YnLp8i72jHV0PE/edit?usp

Notify Admin: Gould, Elizabeth

Uploading things to Google Docs Tutorial

Here's a **video** showing how to [upload things into Google Docs](#), so you can have a link to copy and paste into a document.

