

## Student Growth Data for Educator Evaluation - APS 2023-24

Preschool	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite score</li> <li>● 10% Pine ELA MSTEP 3 year building composite score</li> <li>● 20% Tied to Program Quality Assessment</li> </ul> <p><i>Total 40%</i></p>	K-5 Title	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite score</li> <li>● 10% Pine ELA MSTEP 3 year building composite score</li> <li>● 10% NWEA Math and/or Reading</li> <li>● 10% SLO (using progress monitoring data)</li> </ul> <p><i>Total 40%</i></p>
K-5	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite score</li> <li>● 10% Pine ELA MSTEP 3 year building composite score</li> <li>● 10% NWEA Math</li> <li>● 10% NWEA Reading</li> </ul> <p><i>Total 40%</i></p>	K-5 SpEd	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite score</li> <li>● 10% Pine ELA MSTEP 3 year building composite score</li> <li>● 10% SLO 1</li> <li>● 10% SLO 2</li> </ul> <p><i>Total 40%</i></p>
K-5 Electives	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite score</li> <li>● 10% Pine ELA MSTEP 3 year building composite score</li> <li>● 10% SLO 1</li> <li>● 10% SLO 2</li> </ul> <p><i>Total 40%</i></p>	K-5 Literacy Coaches	<ul style="list-style-type: none"> <li>● 10% Pine Math MSTEP 3 year building composite</li> <li>● 10% Pine ELA MSTEP 3 year building composite</li> <li>● 20% NWEA Reading Building Data</li> </ul> <p><i>Total 40%</i></p>
K-8 MTSS Coordinators	<ul style="list-style-type: none"> <li>● 10% Pine/MS Math MSTEP 3 year building composite</li> <li>● 10% Pine/MS ELA MSTEP 3 year building composite</li> <li>● 10% NWEA Math building data</li> <li>● 10% NWEA Reading building data</li> </ul> <p><i>Total 40%</i></p>		
MS Math	<ul style="list-style-type: none"> <li>● 10% Math MSTEP Combined 3 year building composite</li> <li>● 10% ELA MSTEP Combined 3 year building composite</li> <li>● 10% SLO 1</li> <li>● 10% SLO 2</li> </ul> <p><i>Total 40%</i></p>	MS ELA	<ul style="list-style-type: none"> <li>● 10% Math MSTEP Combined 3 year building composite</li> <li>● 10% ELA MSTEP Combined 3 year building composite</li> <li>● 10% SLO 1</li> <li>● 10% SLO 2</li> </ul> <p><i>Total 40%</i></p>
MS SS	<ul style="list-style-type: none"> <li>● 10% Math MSTEP Combined 3 year building composite</li> <li>● 10% ELA MSTEP Combined 3 year building composite</li> <li>● 10% SLO 1</li> </ul>	MS Electives	<ul style="list-style-type: none"> <li>● 10% Math MSTEP Combined 3 year building composite</li> <li>● 10% ELA MSTEP Combined 3 year building composite</li> <li>● 10% SLO 1</li> </ul>

	<ul style="list-style-type: none"> <li>10% SLO 2</li> </ul> <i>Total 40%</i>		<ul style="list-style-type: none"> <li>10% SLO 2</li> </ul> <i>Total 40%</i>
MS Science	<ul style="list-style-type: none"> <li>10% Math MSTEP Combined 3 year building composite</li> <li>10% ELA MSTEP Combined 3 year building composite</li> <li>10% SLO 1</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>	MS SpEd	<ul style="list-style-type: none"> <li>10% Math MSTEP Combined 3 year building composite</li> <li>10% ELA MSTEP Combined 3 year building composite</li> <li>10% SLO 1</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>
HS Science	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>	HS Math	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>
HS SS	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>	HS ELA	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>
HS SpEd	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>	Electives and CTE	<ul style="list-style-type: none"> <li>10% SAT EBRW (Reading)</li> <li>10% SAT Math</li> <li>10% SLO 1 Dept</li> <li>10% SLO 2</li> </ul> <i>Total 40%</i>

**Proficiency Targets**

**State Data (All State data is 3 year weighted average where available.)**

Measure	Ineffective 1	Minimally Effective 2	Effective 3	Highly Effective 4
<b>SAT</b> 3 year composite score average	40.1 points or more below State average	20.1-40 points below State average	0-20 points below State average	Met or Exceeded State average
<b>MSTEP</b> MSTEP 3 year building composite score of math and ELA	Average SGP is less than 20	Average SGP is equal to or greater than 20 and is less than 40	Average SGP is equal to or greater than 40 and is less than 60	Average SGP is equal to or greater than 60

**Proficiency Targets**

**Local Data**

Measure	Ineffective 1	Minimally Effective 2	Effective 3	Highly Effective 4
<p><b>NWEA</b> Percentage of students at or above 50th percentile on the spring NWEA Achievement Status and Growth Summary Report.</p> <p><b>AND/OR</b> Percentage of students who achieve their individual growth goal (indicated with a YES, YES+ or NO+) on the Spring NWEA Achievement Status and Growth Summary Report.</p>	Less than 40%	40-59%	60-85%	>85%
<b>Student Learning Objective</b>	Less than 40%	40-59%	60-85%	>85%

**Overall Summative Evaluation Scoring Rubric in My Learn Plan**

Highly Effective 3.5-4.0	Effective 2.5-3.49	Minimally Effective 1.5-2.4	Ineffective 1.4 or below
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Attendance Criteria:

Extenuating circumstances will be considered when determining this portion of the evaluation.

Highly Effective	Effective	Minimally Effective	Ineffective
No pattern of absences and/or tardies exists. Attendance is perfect or near perfect, with the teacher in attendance 97-100% (0-5 days) of school days. If absences have been due to extenuating circumstances, the teacher provided adequate direction, guidance and materials for substitute(s) and maintained contact with substitute(s) to assure student learning continued in his/her absence.	No pattern of absences and/or tardies exist. Attendance is consistent and good, with the teacher in attendance 94-96% (6-10 days) of school days.. If absences have been due to extenuating circumstances, the teacher provided adequate direction, guidance and materials for substitute(s) and maintained contact with substitute(s) to assure student learning continued in his/her absence.	A pattern of absences and/or tardies is present, with the teacher in attendance 90-93% (11-17 days) of school days. If absences have been due to extenuating circumstances, the teacher did not provide adequate direction, guidance and materials for substitute(s) and did not maintain contact with substitute(s) to assure student learning continued in his/her absence.	A consistent pattern of absences and/or tardies is present, with the teacher in attendance 89% or less (18+) of school days. If absences have been due to extenuating circumstances, the teacher did not provide adequate direction, guidance and materials for substitute(s) and did not maintain contact with substitute(s) to assure student learning continued in his/her absence.

Discipline Criteria:

Highly Effective	Effective	Minimally Effective	Ineffective
<p>No disciplinary actions. Teacher presents at all times as an accomplished professional, maintaining appropriate boundaries and respecting confidentiality. Teacher is ethical, honest and uses impeccable judgment.</p>	<p>No disciplinary actions. Teacher presents at all times as a professional, maintaining appropriate boundaries and respecting confidentiality. Teacher is honest and uses good judgment.</p>	<p>Disciplinary actions exist. Teacher acts in a less than professional manner, violating boundaries and using questionable judgment.</p>	<p>Disciplinary actions exist. Teacher acts in a less than professional manner, violating professional boundaries, using poor judgment, and acts in an ethically questionable manner.</p>

Updated- December 4, 2018; March 5, 2020; August 10, 2021; August 25, 2022; September 1, 2022