

EDUCATOR EFFECTIVENESS

Educator Effectiveness, which is an evaluation system for educators and administrators, focuses on professional growth and development through observation, reflection, and professional learning. Research shows that the number one factor contributing to student growth is teacher quality. Therefore, Kenosha Unified is dedicated to focusing on classroom teachers and school leaders to support student success through this process. Each year, all educators and administrators will develop an Effectiveness Plan that addresses professional learning and student outcomes. This plan will make up half of the evaluation system and professional practice will comprise the other half. Evaluators and educators will work together to gather data and artifacts that address goals and reflect on progress. Emphasis will be placed on growth in this model and participants will make student learning their highest priority.

Due Date	Evaluee Action	Evaluator Action	Resources
			Self-Paced EE Learning KUSD Evaluation Rubrics Danielson 2022 FfT Teacher Overview

8/20		Crosscheck your Process View educators with your master schedule and assure everyone is listed and at the appropriate place on the evaluation cycle. You should not see anyone who you are not evaluating.	Evaluator ONLY!!! Reference KUSD Evaluator Quick Guide for Frontline Changes documents. Screencast: Adding/Removing Staff to Process View
9/15	Log-in to https://www.frontlineeducation.com/pg-login and check your credentials.	Report all errors to Human Resources. Assign all of the educator's forms using detail view.	Frontline Training (Credentials) Frontline Training (Assigning Forms) Screencast: Assigning Forms Screencast: Assigning Finalized Forms
9/30	Certified staff should complete the Self-Review (Required each year) Non-Certified Staff should have their goal setting meeting with their evaluator.	Provide the necessary support and professional learning for educators to complete this task. Upload goals for non-certified staff in Frontline.	Frontline Self-Review

10/15	Complete the SLO and PPG if required in your evaluation. Each non-administrator is required to have a minimum of one SLO unless indicated by the evaluator.	Provide the necessary support and professional learning for educators to complete this task.	SLO Tracking Form SLO Training Part I SLO Training Part II
End of Semester One	Summary, New 1, and New 2 Educators will complete the Announced Observation Process, including the pre-observation conference form, the pre-conference, and the post observation form and meeting.	Facilitate the Pre-Conference, Review each Summary Year Educator's SLO and PPG and provide feedback. Conduct an Announced Observation on each Summary Year Educator.	Completing an Observation Lesson Plan Template Adding Evidence Statements Beyond the Observation
	Support Year educators will have one mini observation completed by their evaluator. This is an unannounced observation	Conduct a mini-observation on each Support Year educator and tag the evidence in Frontline.	

	so no action is required of the educator.		
2/15	Complete all mid-interval documents for the SLO and PPG.	Conduct the mid-interval meeting for all Summary, New 1, and New 2 educators. Discuss the progress of the SLO and, along with the educator, examine whether it needs to be revised.	
5/1	Summary, New 1, and New 2 educators will have one mini observation completed by their evaluator. This is an unannounced observation so no action is required of the educator.	Conduct a mini-observation on each Summary Year educator and tag the evidence in Frontline.	
5/1	Summary, New 1, and New 2 educators will have another mini observation completed by their evaluator. This is an unannounced observation so no action is required of the educator.	Conduct a mini-observation on each Summary Year educator and tag the evidence in Frontline.	
5/30	Summary, New 1, and New 2 educators need to upload	Review all of the artifacts for Domain One and Four and score each	Possible Artifacts for Domains One

	and tag artifacts to support the scoring of Domains 1 and 4 as well as complete all End-of-Interval SLO and PPG forms and the End-of-Cycle Reflection Form.	component in the Framework based on all of the evidence and artifacts from the entire evaluation cycle.	and Four
Teacher Workday	<p>All Supporting Year educators need to complete and submit all End-of-Interval SLO and PPG forms.</p> <p>All Summary Year educators need to close out their evaluations by meeting with their evaluator and signing the necessary paperwork.</p>	<ul style="list-style-type: none"> ● Evaluators of non-instructional staff: review goals, complete Summary Year evaluation, and finalize all forms, have staff acknowledge electronically ● ● Conduct the End-of-Cycle meeting with all Summary Year Instructional Educators. Discuss the final scoring and have the employee sign the Evaluation Summary form for HR. ● Closing Out An Evaluation Summary ● Finalize all forms in Process View. 	