

## **Teacher Evaluations IDAPA 08.02.02.120**

- Statute and IDAPA Rule requires one (1) annual Summative Evaluation, due by June 1<sup>st</sup>, that indicates the following:
  - A level of performance for the 4 domains and 22 components identified in Administrative Code (Danielson Framework) or an alternative evaluation that is aligned to the statewide evaluation framework and has been approved by the SDE/OSBE. Each evaluation must include the following
    - The summative performance must include a rating of unsatisfactory (1), basic (2) and proficient (3). (A fourth rating of distinguished (4) may be used.)
  - Levels of performance ratings for the individual components are determined through professional practice. The summative rating shall be made up of the combination of professional practice and student achievement.
    - Professional practice includes:
      - Two (2) documented observations annually, with one (1) completed by January 1<sup>st</sup>, aligned to Danielson Framework or approved evaluation instrument
      - At least one of the following measures: parent input, student input, and/or portfolio
    - Student achievement or growth is based on (see table below):
      - Measurable student achievement indicators (for instructional staff and pupil personnel services staff); or
      - Student success indicator used for determining whether or not the individual has met the performance criteria for movement on the Career Ladder (pupil personnel services staff only).
      - May be calculated using current and/or past year's data and may use one (1) or multiple years of data

<b>Measurable Student Achievement Indicators – Idaho Code 33-1001(12)</b>		
Idaho standards achievement test (ISAT)	Student learning objectives	Formative assessments
Teacher-constructed assessments of student growth	Pre- and post- tests	Performance-based assessments
Idaho reading indicator (IRI)	College entrance exams such as PSAT, SAT and ACT	District adopted assessment
End-of-course exams	Advance placement exams	Professional-technical exams
<b>Student Success Indicators – Idaho Code 33-1001(12)</b>		
Quantifiable goals stated in a student's 504 plan or individualized education plan	Quantifiable goals stated in a student's behavior improvement plan	School or district identified measurable student objectives for a specified student group or population

## **Individualized Professional Learning Plans (IPLP) IDAPA 08.02.02.007.06**

- A plan based on the Idaho framework for teachers (Danielson) to include goal setting based on the instructional or pupil personnel staff's strengths and areas of needed growth

## **Professional Endorsement – Idaho Code 33-1201A.**

Instructional staff and pupil service staff must have received a professional endorsement to: (1) move from the residency rung to the professional rung of the career ladder and (2) for school districts to receive additional education allocation (i.e. master's degree or credits). To receive a professional endorsement the individual must apply and meet one of the following criteria:

- Grandfathered Professional Endorsement – had a certificate for three (3) or more years at the time of implementation (July 1, 2015 for instructional staff or July 1, 2016 for Pupil Personnel Services) of the Career Ladder as it applies to their position; or
- Have earned the Professional Endorsement by meeting all of the following criteria:
  - Have held a certificate for at least three (3) years, or have completed a state board of education approved interim certificate of three (3) years or longer;
  - Show they met the professional compensation rung performance criteria for two (2) of the three (3) previous years or the third year;
    - An overall rating of proficient or higher;
    - No components rated as unsatisfactory on the state framework for teaching evaluation;
    - Majority of their students have met their measurable student achievement/growth targets;
  - Have a written recommendation from the employing school district (P-1 Form); and
  - Have an annual individualized professional learning plan developed in conjunction with the employee's school district supervisor.
- Guidance information and application (P-1 Form) can be found at <http://www.sde.idaho.gov/cert-psc/cert/>

## **SDE Evaluation and Career Ladder Data Submission Requirements**

- Summative evaluation date
- Summative evaluation rating
- Number of unsatisfactory components
- Whether majority of students (50% +1) have met indicators or student success indicator targets
  - Identify the specific student achievement and/or student success indicators
- Whether they have an IPLP
- EDUID of the administrator that completed the evaluation
- Whether the administrator has completed three (3) credits or proof of proficiency in the Idaho framework for teachers' evaluations.