

Chesterfield County School District
2018-2019 Classroom-Based Teacher Evaluation Guidance – SCTS 4.0

Contract Level	Observations of Professional Practice	Forms Used	Collection of Student Growth
<p>Induction & Annual Diagnostic Contract Teachers</p> <p>Results are formative</p>	<p>Assessment of Professional Practice using SC Teaching Standards 4.0</p> <p>≥2 – Full Classroom Observation per semester conducted separately by at least 2 observers (4 total observations), with conferences. Additional informal observations & feedback at principal’s discretion.</p> <p>Observers: SCTS certified administrators Each observer conducts at least 1 observation per cycle</p> <p>Fall semester observation will be announced, and accompanied by a pre-and post-conference. The spring semester observation will be unannounced and accompanied by a post-conference. All observations must cover entirety of the lesson.</p> <p>Mentor will not evaluate, but will observe teacher in order to provide feedback to teacher. Mentor will submit contact log to district coordinator to document observations and other contacts.</p>	<p>Expanded ADEPT Process:</p> <ul style="list-style-type: none"> ● Pre Conference Planning Sheet ● Evidence Sheets for Instruction, Environment, and Planning ● Post Conference Teacher Reflection ❖ Post Conference Observation Summary (Observer Score & Teacher Score) ❖ Professional Review Report (Principal) (Final period only) ● Professional Self Review (Teacher) (Final period only) ● Post Conference Planning Sheet ● Teacher’s Five (5) Day Lesson Plan ● SLO Form Template- includes PGDP ❖ SLO Signature Sheet ● SLO Business Rules & Scoring Rubric (District) 	<ul style="list-style-type: none"> ● SLOs are required at start of year. ● Teachers will engage in preliminary conferences for approval, mid-course conferences, and final SLO conferences. SLOs must cover the entire length of the course (year –long, semester, or quarter). ● SLO s skills will be supported in induction and work with mentors. ● SLOs will serve as Long Range Plan. ● SLOs will serve as one goal on the teacher’s Professional Growth and Development Plan. ● If needed, additional areas needing improvement can be noted in section B of SLO.

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<p>Annual Summative or Continuing Summative</p>	<p>Assessment of Professional Practice using SC Teaching Standards 4.0</p> <p>≥2 – Full Classroom Observation per semester conducted separately by at least 2 observers (4 total observations), with conferences. Additional informal observations & feedback at principal’s discretion.</p> <p>Observers: SCTS certified administrators Each observer conducts at least 1 observation per cycle</p> <p>Fall semester observation will be announced, and accompanied by a pre-and post-conference. The spring semester observation will be unannounced and accompanied by a post-conference.</p> <p>All observations must cover entirety of the lesson.</p>	<p>Expanded ADEPT Process:</p> <ul style="list-style-type: none"> ● Pre Conference Planning Sheet ● Evidence Sheets for Instruction, Environment, and Planning ● Post Conference Teacher Reflection ❖ Post Conference Observation Summary (Observer Score & Teacher Score) ❖ Professional Review Report (Principal) (Final period only) ● Professional Self Review (Teacher) (Final period only) ● Post Conference Planning Sheet ● Teacher’s Five (5) Day Lesson Plan ● SLO Form Template – includes PGDP ❖ SLO Signature Sheet ● SLO Business Rules & Scoring Rubric (District) 	<ul style="list-style-type: none"> ● SLOs are required at start of year. ● Teachers will engage in preliminary conferences for approval, mid-course conferences, and final SLO conferences. SLOs must cover the entire length of the course (year –long, semester, or quarter). ● SLO s skills will be supported in induction and work with mentors. ● SLOs will serve as Long Range Plan. ● SLOs will serve as one goal on the teacher’s Professional Growth and Development Plan. ● If needed, additional areas needing improvement can be noted in section B of SLO.
<p>Continuing Contract and Annual - GBE</p> <p>Results are formative</p>	<p>≥1 Informal and/or walk-through classroom observations and feedback on practice required.</p> <p>Additional integral classroom observations and formal evaluation at the building administrator’s discretion.</p>	<ul style="list-style-type: none"> ● Can use walk-through form or Form D (Informal Observation) to document ● SLO Form – includes PGDP ❖ SLO Signature Sheet ● SLO Business Rules & Scoring Rubric (District) 	<ul style="list-style-type: none"> ● Teachers will engage in preliminary SLO conferences for approval, mid-course and final SLO conferences. SLOs will be year-long unless teacher teaches semester courses. The three required conferences that support a GBE reflect the SLO conferencing process. ● SLO may serve as one goal on the teacher’s Professional Growth and Development Plan ● Teachers that teach < 6 students will complete the GBE form. Teachers with ≥ 6 students will complete SLOs.

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<p>Continuing Contract – full comprehensive with Every 5th Year</p> <p>Comprehensive evaluation occurs at least once within a recertification cycle</p> <p>Results are formative</p>	<p>Assessment of Professional Practice using SCTS Teaching Standards 4.0</p> <p>≥1 Full comprehensive classroom observation per semester with conferences.</p> <p>Each observation must cover the entirety of the lesson and should address all SCTS Indicators identified in the Planning, Instruction, and Environment domains. Professionalism Indicators do not have to be addressed nor documented.</p> <p>Additional integral classroom observations and formal evaluation at the building administrator’s discretion.</p> <p>If all SCTS indicators are scored Proficient or higher during preliminary observation (fall semester) observations scheduled for final (spring) cycle can be waived at evaluator’s discretion.</p> <p>Fall semester observation will be announced and accompanied by a pre- and post-conference. The spring observation, if not waived, will be unannounced and accompanied by a post-conference.</p>	<p>SAFE-T Process:</p> <ul style="list-style-type: none"> ❖ Form D (Informal Observation) for Preliminary & final periods ❖ Evaluation Summary for Teachers with Expiring Certificates in 2019 ● Post-Conference Observation Summary ● Pre-Conference Planning Sheet ● Evidence Sheets for Instruction, Environment, and Planning ● Post Conference Teacher Reflection ❖ Post Conference Observation Summary (Observer Score & Teacher Score) ● Post Conference Planning Sheet ● Teacher’s Five (5) Day Lesson Plan ● SLO Form Template – includes PGDP ❖ SLO Signature Sheet ● SLO Business Rules & Scoring Rubric (District) 	<ul style="list-style-type: none"> ● Teachers will engage in preliminary SLO conferences for approval, mid-course and final SLO conferences. SLOs will be year-long unless teacher teaches semester courses. The three required conferences that support a GBE reflect the SLO conferencing process. ● SLO may serve as one goal on the teacher’s Professional Growth and Development Plan. ● Teachers that teach < 6 students will complete the GBE form. Teachers with ≥ 6 students will complete SLOs.
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