

# Griswold Teacher Evaluation Plan

2017-18



<p><b>45%</b></p>	<p><b>Student Growth &amp; Development</b></p> <p><b>1 SLO</b> <b>(Student Learning Objectives)</b></p> <p>The SLO will measure one of the Student Outcomes of Griswold 2025 and have at least 2 Indicators of Academic Growth and Development (IAGDs). One is a standardized IAGD; the other is non-standardized.</p> <p>When developing IAGDs, include quantitative targets that will demonstrate achievement of the SLO.</p> <p>Set individual or differentiated growth targets <u>for a large proportion of students</u> that are rigorous, attainable, and <b>meet</b> or <b>exceed</b> district expectations.</p>	<p>Teachers fill out one online form through MY LEARNING PLAN to describe the goal and the IAGDs.</p> <p>SLOs are completed by October 15 but may be adjusted midyear.</p> <p>Teams of teachers and departments of teachers are encouraged to have similar SLOs as they become the basis for PD throughout the year.</p>
<p><b>5%</b></p>	<p><b>Whole School Student Learning</b></p> <p><b>1 Goal</b> <b>based on SPI targets / state targets</b></p> <p><b>School Performance Index is determined by the State of Connecticut.</b> <b>Each school district is given yearly targets by the State.</b></p> <p>STEP 1: Principals will develop school-wide improvement goals to meet the target necessary to reach the SPI – or state defined target.</p> <p>STEP 2: Teacher develops goal describing strategies to help school meet state targets.</p>	<p>The online form through MY LEARNING PLAN has a section for this goal.</p> <p>The individual goal is based on overall school-wide improvement targets to be determined as a result of previous year's SPI scores (or other state targets) derived from state standardized tests.</p>
<p><b>40%</b></p>	<p><b>Observation of Teacher Performance &amp; Practice</b></p> <div> <div> <p>Beginning Teachers or New Teachers</p> <p><b>3</b></p> <p>Classroom Observations</p> </div> <div> <p>Over 2 Years in GPS</p> <p><b>1</b></p> <p>Classroom Observation (3-year Cycle)</p> </div> <div> <p>Over 2 Years in GPS</p> <p><b>3</b></p> <p>Informal Observations</p> </div> </div>	<p>The online form through MY LEARNING PLAN has a section to identify a focus area for growth.</p> <p><b>Classroom Observations</b> Based on revision of Danielson Frameworks (4 Domains) Include a Pre- &amp; Post-Conference</p> <p><b>Informal Observations</b> Unannounced "Drop In" Observations Domains 2 &amp; 3 only Approximately 20 Minutes No Post Conference, unless requested</p>
<p><b>10%</b></p>	<p><b>Parent Feedback</b></p> <p><b>1 Goal</b> <b>based on School-Wide Goal developed from Survey Feedback</b></p> <p>STEP 1: Principals will develop school-wide goals based on feedback. STEP 2: Teacher develops goal describing strategies to meet school-wide goal.</p>	<p>The online form through MY LEARNING PLAN has a section for this goal.</p> <p>The individual goal is based on overall school-wide improvement goals to be determined as a result of a parent survey from the previous year.</p>