

CC-C Student Growth

- All teachers **will select two forms of assessment from the list below** which correlates to the grade/building in which he or she teaches. If a teacher is split between buildings, the teacher will be using the assessment tools from their evaluator's building.
 - Alternative Ed.- (Course Progress, Course Completion, Time On Task, Two Way Communication)
 - 6-12 - NWEA, Semester/Year Pre/Post Test, Exams, course grades (minimum of three class periods worth)
 - Elementary- (NWEA, DIBELS (Kindergarten-NSF (CLS) 1st-5th-DORF words correct), TS Gold)
 - Special Education- (NWEA (or something similar) for growth and IEP goals for proficiency)
 - Specials Teacher- (semester or year long pre and post test)
- Teachers will present their student growth data to his/her evaluator. The data will be based on **growth** and **proficiency**. Proficiency is measured using defined proficiency target within the assessment tool or as 70% if using a classroom assessment, exam, or class passing grade. In addition, if a student attends Resource Room, that student's score will be excluded for proficiency. Teachers will choose one assessment to use for growth and a separate assessment for proficiency. (Ex.- NWEA used for student growth. Semester Test used for proficiency.) For each assessment the teacher will calculate the percent of students meeting growth and the percent meeting proficiency. Evidence will also be submitted to support their calculations (data sheets, rubrics, reports, portfolios, etc). Overall, this will factor in as 90% of the overall score for this domain.
- Each person will be responsible for the building achieving at least a 10% increase in students hitting Norm RIT for reading on NWEA as a **building**. This will be calculated into a percent using 10% as a whole. Overall, this will factor in as 10% of the overall score for this domain.
 - EX: If the building achieved a 8% increase.
 $8/10 = 80\%$ Using the rubric a 80% translates into a 3.
- The evaluator will average the scores from personal classroom data as well as building goals (Pre K-3, 4-8, 9-12 per state school codes). The information will be used in the final evaluation summary. This score will equate to 25% of the

teacher's final evaluation. See the chart below to work through your calculations with your evaluator.

Student Growth Calculation

Teacher: _____ Building: _____ Grade/Position: _____

Goals	
Growth Goal	<i>(List Assessment)</i>
Proficiency Goal	<i>(List Assessment)</i>
10% Increase in students achieving Norm RIT for reading as a building (NWEA)	<i>As a building we will model a 10% increase in students achieving Norm RIT for reading based on NWEA.</i>

Calculation:		Final %	Weighted Score
Growth Goal	<i>(# of student meeting the goal)/(# of students total)</i>		<i>(Average the growth and proficiency score and multiply by .9)</i>
Proficiency Goal	<i>(# of student meeting the goal)/(# of students total)</i>		
10% Increase in students achieving Norm RIT for reading as a building (NWEA)	<i>(% increase)/10%</i>		<i>(Take the score and multiply it by .1)</i>
			<i>(add the above to columns for the final %) Average %: _____</i>

Final Score: _____

1	2	3	4
Less than 60% of students meet goals.	60-69% of students meet goals.	70-84% of students meet goals.	85%-100% or more of students meet goals.

