

1. Research Base:

- a. Teacher Evaluation Tool: Danielson Model
<https://www.danielsongroup.org/research/>
- b. Administrator Evaluation Tool: School Advanced:
<http://www.goschooladvance.org/Research-and-Development>
- c. Superintendent Evaluation Tool: MASB
<https://www.masb.org/tools-and-templates/assessments-and-evaluations/superintendent-evaluation/posting-requirements>

2. Identity and Qualifications of Tool Author

- a. Teacher Evaluation Author:
<https://www.danielsongroup.org/charlotte-danielson/>
- b. Administrator Evaluation Author(s):
<http://www.goschooladvance.org/Who-Created-School-ADvance>
- c. Superintendent Evaluation Author: MASB
<https://www.masb.org/tools-and-templates/assessments-and-evaluations/superintendent-evaluation/posting-requirements>

3. Reliability, Validity and Efficacy

- a. Teacher Evaluation:
<https://www.danielsongroup.org/research/>
- b. Administrator Evaluation:
<https://goschooladvance.org/about/philosophy-and-approach/>
- c. Superintendent Evaluation:
<https://www.masb.org/tools-and-templates/assessments-and-evaluations/superintendent-evaluation/posting-requirements>

4. Framework, Rubric, Performance Level Descriptors and Summative Indicators

- a. Teacher Evaluation:
<https://www.danielsongroup.org/framework/>
- b. Administrator Evaluation:
<https://goschooladvance.org/about/assurances-and-implementation-fidelity-guide/>
- c. Superintendent Evaluation:
<https://www.masb.org/tools-and-templates/assessments-and-evaluations/superintendent-evaluation/posting-requirements>

5. Evaluation Process

- a. Teacher Evaluation:
 - i. Evaluators will conduct formal, informal and/or walkthrough observation(s) during the school year, including (for instructional staff) reviewing the lesson plan(s), identifying the state curriculum standard(s) used and conducting an assessment of pupil engagement within the lesson(s) as appropriate.
 - ii. Evidence will be collected and placed in the evaluation software tool Education Advanced (Formerly Standards for Success).
 - iii. Evaluation conferences will be conducted.
 - iv. Performance ratings and performance improvement plans will be developed in accordance with the evaluation system and Board of Education Policies pertaining to the evaluation of employees.

b. Administrative Evaluation:

- i. Evaluators will conduct formal, informal observation(s) during the school year.
- ii. Goals and Evidence will be collected and placed in the evaluation software tool Education Advanced (Formerly Standards for Success).
- iii. Evaluation conferences will be conducted.
- iv. Performance ratings and performance improvement plans will be developed in accordance with the evaluation system and Board of Education Policies pertaining to the evaluation of employees.

c. Superintendent Evaluation:

- i. Superintendent prepares self-evaluation, compiles evidence and provides to Board of Education.
- ii. Board of Education members receive blank evaluation instrument and make individual notes about their observations.
- iii. Board of Education members score each performance indicator in the evaluation instrument.
- iv. Performance ratings and performance improvement plans will be developed in accordance with the evaluation instrument.

6. Evaluator/Observer Training Plan selections:

a. Teacher Evaluation:

- i. Domain and Framework Training
- ii. Education Advanced (Formerly Standards for Success) Training

b. Administrative Evaluation:

- i. School Advanced Training Tuscola Intermediate School District

c. Superintendent Evaluation:

- i. Board of Education Training: MASB