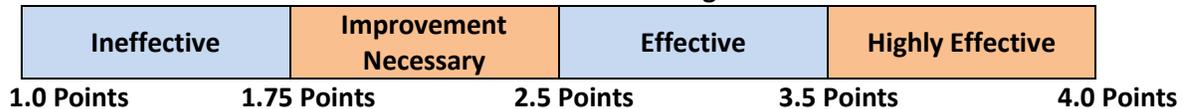


Brown County Schools Certified Personnel Evaluation Plan Overview

	Begins 2015-2016 School Year			
	Component 1: Professional Practice	Component 2: Student Learning	Primary Evaluator	Summative Evaluation Metrics
Group 1 and 2 Teachers	At least 2 long and 2 short classroom observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ A-F Rating ▪ IGM Rating 	School Principal	Component 1 = 75% Component 2 = 25%
Group 3 Teachers (Classroom)	At least 2 long and 2 short classroom observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 	School Principal	Component 1 = 75% Component 2 = 25%
Group 3 Teachers (Title I, Special Education)		<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 		
Other Certificated Personnel Group (Speech Language Pathologists)	At least 2 direct observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 	School Principal or Director	Component 1 = 75% Component 2 = 25%
Other Certificated Personnel Group (School Counselors, School Psychologist, School Nurse)		<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 		
Principals	At least 2 direct observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 	Superintendent	Component 1 = 75% Component 2 = 25%
Assistant Principals	At least 2 direct observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 	Principal	Component 1 = 75% Component 2 = 25%
Athletic Director				
Certified Directors	At least 2 direct observations with their rubric.	<ul style="list-style-type: none"> ▪ 1 SLO ▪ School A-F Grade 	Superintendent	Component 1 = 75% Component 2 = 25%
Assistant Superintendent		<ul style="list-style-type: none"> ▪ 2 SLOs ▪ School A-F Grade 		School Board
Superintendent				

Educator Effectiveness Rating Scale



Brown County Schools Certified Personnel Evaluation Plan Overview

Within each staff grouping special conditions exist. This general overview provides a snapshot of the plan components for all certificated staff including teachers, Administrators, and additional certificated staff. Details for determining an A-F rating (SWL) for staff serving multiple buildings, are explained. The last bullet defines an “Administrative SLO”.

Determining the Schoolwide Learning Measure Rating for Multiple-School Staff

- The A-F Rating for staff **servicing two schools equal time** (approximately) will be determined by averaging the grades from each school, (C+A=B). If two schools are only one grade apart, the highest grade will be used to determine the rating (A+B=A).
- The A-F Rating for staff **servicing three schools approximately equal time** will be determined by ranking the three grades lowest to highest and using the middle grade to determine the rating (A, B, C = B)
- If a staff member **serves multiple schools** but primarily serves one, the building primarily served will determine the rating.
- The A-F Rating for staff **servicing all schools** will be determined by the district grade.
- **Administrative SLOs** are measurable goals set collaboratively with the assigned primary evaluator based on student growth or achievement data and focused on either the whole school population or a designated subgroup.