

EVALUATION NEWSLETTER

ELEMENT REQUIREMENTS

- **Domain 1:** Planning and Preparing to Provide Support -
 - All elements rated
- **Domain 2:** Supporting Student Achievement
 - At least 6 of the 8 elements must be rated.*
 - Critical Content must be rated in every observation.
 - Demonstrating Knowledge of Students, rated once
 - Helping Students Meet Achievement Goals, rated once
- **Domain 3:** Continuous Improvement of Professional Practice
 - All elements rated
- **Domain 4:** Professional Responsibilities
 - All elements rated

**Specialized Clinical Services: 4 of the 7 elements must be rated.*

	DOMAIN	WEIGHT
1	Planning and Preparing to Provide Support	27%
2	Supporting Student Achievement	19%
3	Continuous Improvement of Professional Practice	18%
4	Professional Responsibilities	36%

TYPES OF OBSERVATIONS

Formal

- Pre & Post Conference
- 30 minute Observation
- Includes at least one rating in Domains 1-4

Targeted (Optional, 1 per year)

- Teacher requested within 5 days of a post conference
- Pre & Post Conference
- 30 minute Observation
- Includes up to 4 elements in any Domain*
 - * Identifying Critical Content must be one of the 4 elements

Walkthrough

- Domains 2 & 3: Non-Evaluative
- Domains 1 & 4: Can be evaluative or non-evaluative

NUMBER OF OBSERVATIONS

- All Contracts: 1 Formal, 1 Optional Targeted
- Probationary Contract (New Hires): 2 Formals (based on hire date), 1 Optional Targeted

TIMELINE

- 3/14/25—Formal observations completed
- 5/02/25—Targeted Observations, DPP Score, & Summative Evaluations due

INSTRUCTIONAL PRACTICE SCORE CALCULATION

1. Take the highest rating for each element.
2. In each Domain, add the ratings and divide by the number of rated elements. (Domain Score)
3. Weigh each Domain score.
4. Add all of the weighted Domain scores to receive an Instructional Practice Score.
5. The Instructional Practice score is applied to the scale:
 - Highly Effective: 3.45-4.0
 - Effective: 2.45-3.44
 - Developing/NI: 1.45-2.44
 - Unsatisfactory: 1.0-1.4

WANT TO KNOW MORE?

Visit the Professional Development Sharepoint site for videos, timelines, process books and additional planning and evaluation resources.

[CLICK HERE FOR RESOURCES](#)

<https://tinyurl.com/pcseval>