EOC Reference – Faculty Evaluation

**DDMs**

- **DDM #1**
  - Year 1 (2014/15)
    - ID DDM assessments and improvement targets
    - Deliver assessments (Fall)
    - Deliver assessments (Spring)
    - Post Data (Aspen) Can all data be posted?
    - Curriculum Team Analysis and reporting
    - Supervisor Analysis and documentation

- **DDM #2**
  - Year 2 (2015/16)
    - Keep or change Yr 1 DDM
    - Deliver assessments (Fall)
    - Deliver assessments (Spring)
    - Post Data (Aspen) Can all data be posted?
    - Curriculum Team Analysis and reporting
    - Supervisor Analysis and documentation

**Goals**

- Student Learning
- Professional Practice

**Educator Standards**

- Evaluation Rating for 4 standards
- Collection of evidence during evaluation period (including rating of evidence for Dir. Growth and Improvement Plans)

**Student Feedback**

- Instrument(s) selected locally
- Feedback is to be aligned with one or more standards

**Summative Evaluation**

<table>
<thead>
<tr>
<th>Rating</th>
<th>Plan</th>
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<tbody>
<tr>
<td>Exemplary</td>
<td>2-yr Self Dir. Grth or Dev Ed Plan</td>
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<tr>
<td>Proficient</td>
<td>2-yr Self Dir. Grth or Dev Ed Plan</td>
</tr>
<tr>
<td>Needs Improv.</td>
<td>Dir. Growth</td>
</tr>
<tr>
<td>Unsatisfactory</td>
<td>Improvement Plan</td>
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</tbody>
</table>

**Year 2 (and after)**

- Exemplary and Proficient educators with low growth are placed on a 1-year Self-Directed Plan

*The Student Growth goal and one of the DDMs can be the same goal as long as the Student Goal follows the DDM structure communicated by the EOC. ** We can identify a district-wide survey or by-department, by-groups surveys.