EOC Reference – Faculty Evaluation

**DDMs**
- DDM #1
- DDM #2

*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.**

**Goals**
- Student Learning
- Professional Practice

**Educator Standards**
- Evaluation Rating for 4 standards

**Student Feedback**
- Instrument(s) ** selected locally

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

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

Working Team (EOC) issues guideline to supervisors for assigning high, medium or low rating (This is not an agreement requirement.)

Each year the teacher follows the 5 step process of: Self Assessment, Goal Setting / Ed Plan Dev, Implementation, Formative Evaluation, and/or Summative Evaluation

Teachers with no progress can be placed on a Directed Growth or Improvement Plan

Collection of evidence during evaluation period (including rating of evidence for Dir. Growth and Improvement Plans)

Summative Evaluation

<table>
<thead>
<tr>
<th>Rating</th>
<th>Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exemplary</td>
<td>2-yr Self Dir. Grth or Dev Ed Plan</td>
</tr>
<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>
</tr>
</tbody>
</table>

**Year 2 (and after)**
Exemplary and Proficient educators with low growth are placed on a 1-year Self-Directed Plan

Feedback is to be aligned with one or more standards