

Appendix D

Approval of Student Growth Objectives

- The teacher will write the student growth goal using pre-test data.
- Evaluator response (either approval, recommended revisions, or denial) shall be attained in writing or during formal pre-observation conference.

Mid-year Adjustment of Student Growth Objective

- The teacher will set and monitor student growth goals based on information gathered and analyzed at the beginning and end of the stated interval of instructional time. During this time, it is recommended that a teacher collect a variety of formal and informal formative assessment data to document student progress toward the student growth goal.
- Approximately mid-way through the designated interval of instructional time, the teacher will analyze the formative assessment data and give formal consideration to student progress toward the student growth goals, and the teacher may schedule a mid-point review conference with their evaluator.
- The teacher and evaluator may determine whether an adjustment of the student growth goal is warranted and should provide a rationale for any adjustments. If the teacher and evaluator are unable to collaboratively agree on the need for any adjustments, the ultimate need for adjustment will be determined by the evaluator.

Summative Evaluation Rating for the Student Growth Component

- At the end of the stated interval of instructional time, the teacher will gather post-performance data from the assessment measures and types as specified in the student growth goal.
- The teacher will compare the pre-and post-performance data and determine the extent to which the student growth goal has been met for each assessment measure used.
- The teacher shall schedule a data review conference with their evaluator.
- The teacher and evaluator will review the data during the data review conference and collaboratively agree upon the student growth goal summative evaluation rating that will be factored into the teacher's overall Performance Evaluation Rating.
- If the teacher and evaluator are unable to collaboratively agree on the student growth goal Summative Evaluation Rating, the student growth goal Summative Evaluation Rating will be determined by the evaluator.