

SAMPLE LANGUAGE

SECTION 3.

FOUR-LEVEL RATING SYSTEM

The CT Guidelines for Educator Evaluation require the use of the following definitions to describe teacher performance:

Exemplary – Substantially exceeding indicators of performance

Proficient – Meeting indicators of performance

Developing – Meeting some indicators of performance but not others

Below Standard – Not meeting indicators of performance

In the CEA teacher evaluation plan, aligned with the CT Guidelines for Educator Evaluation, the term ‘performance’ will mean ‘progress as defined by specified indicators.’ How those indicators will be selected is outlined in another section of this plan.

In order to determine teachers summative evaluation ratings, the district will use the following:

- A ‘Student Outcomes Rating’, based on multiple indicators of student academic growth and development (45%) and either whole-school indicators of student engagement, or student feedback (5%);
- A ‘Teacher Practice Rating’, based on observations of the teacher’s performance and practice (40%) and either peer or parent feedback (10%);
- Evidence will be examined using a holistic approach to determine summative ratings.