Observations:

* All teachers will receive at least 1 Formal/Announced Observation in the first semester
	+ Follows the formal observation cycle: pre-conference (at teacher’s request-not required), observation, post-conference.
	+ Observation must be conducted within a one-week window from notification.
	+ **Observation is the length of a lesson-not to exceed 50 minutes**
* All teachers will receive at least 1 Informal/Unannounced Observation in the Second semester
	+ The teacher does have a one-time option of requesting the administrator to conduct the Informal/Unannounced observation at another time unless there is a scheduling conflict.
	+ **Observation is the length of a lesson-not to exceed 50 minutes**
* All observation data, including Administrator Feedback needs to be entered into myPGS no later then ten (10) work days from the observation.
* Domain 2-4 Observations will receive a mid year rating

Scoring for Domain 1 Observations:

* Each Domain 1 observation will be scored separately using the metric below and then averaged together to make up the overall Domain 1 score.
	+ Highly Effective (4): Meets all requirements for Effective and at least 15% of scorable elements in the Domain 1 observation at Level 4 (Innovating).
	+ Effective (3): At least 60% of scorable elements at Level 3 (Applying) or higher
	+ Developing/Needs Improvement (2): Less than 60% of scorable elements at Level 3 (Applying) or higher and less than 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
	+ Unsatisfactory (1): At least 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)

Scoring for Domains 2 & 4:

* + Highly Effective (4): At least 65% of scorable elements at Level 3 (Applying) or higher and no scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
	+ Effective (3): At least 60% of scorable elements at Level 3 (Applying) or higher
	+ Developing/Needs Improvement (2): Less than 60% of scorable elements at Level 3 (Applying) or higher and less than 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)
	+ Unsatisfactory (1): At least 50% of scorable elements at Levels 0 and/or 1 (Not Using and/or Beginning)

Scoring for Domain 3 (Deliberate Practice):

* This year, domain 3 will be scored and included as a 15% additive to the Status Score (Domains 1, 2, & 4).
* There will be an additional element added to Domain 3 that scores the level at which the teacher attains his/her goal on the targeted element in their Deliberate Practice Plan using the metric below:
	+ Highly Effective (4): When a teacher improves three (3) levels on his/her targeted element, or when a teacher improves from “Applying” to “Innovating” on his/her targeted element.
	+ Effective (3): When a teacher improves two (2) levels on his/her targeted element, or when a teacher improves from “Developing” to “Applying” on his/her targeted element.
	+ Developing/Needs Improvement (2): When a teacher improves one (1) level on his/her targeted element.
	+ Unsatisfactory (1): When a teacher does not improves on his/her targeted element.
* All elements in Domain will be given a score from 0(Not Using)-4 (Innovating). All elements, including the new element, will be averaged together to come up with the overall Domain 3 Score
* The overall Domain 3 score will be multiplied by 15% and this amount will be added to the Status Score (Domains 1, 2 & 4 observations)

Status Score:

* The status score is calculated by multiplying the overall Domain 1 score by 60%, overall Domain 2 score by 30%, and overall Domain 4 score by 10% and then adding all three scores together.

Instructional Practice Score:

* The Instructional Practice Score will be the Status Score (see above) plus the Domain 3 15% additive.
* The Instructional Practice Score will make up 65% of the teacher’s Summative Evaluation

Summative Evaluation Score:

* The Final Summative Evaluation Score will be made up of:
	+ Instructional Practice Score multiplied by 65%
	+ Student Performance Measure multiplied by 35%
	+ The two scores above are added together to makeup the Final Summative Evaluation Score
	+ Final Scores between 3.5 – 4.0 will represent “Highly Effective,” final scores between 2.5-3.4 will represent “Effective,” final scores between 1.5-2.4 will represent “Developing/Needs Improvement,” and final scores less than 1.5 will represent “Unsatisfactory”

Exclusions:

* Teachers working less the half the year plus one day (99 days), either due to late hire or approved leave(s), will receive one informal/unannounced observation solely for the purpose of providing exposure to the observation system and formative feedback.

Timelines:

* Deliberate Practice Plans should be completed no later then Friday, September 11, 2015.
* At least one Formal/Announced Observation must be completed in myPGS prior to January 14, 2016 (end of first semester).
* At least one Informal/Unannounced Observation must be completed in myPGS from January 15 –April 29, 2016.
* All Domain 1 observations must be finalized in myPGS on or before April 29, 2016.
* Domains 2-4 Observations will receive a mid-year rating in myPGS no later then the first week of the second semester (week of January 19-22). This is a progress-monitoring tool only.
* All observations (including Domains 2-4) must be completed in myPGS no later than May 18, 2016.