



Adopted: November 2022

Teacher Evaluation

I. PURPOSE

The purpose of this policy is to improve student learning and success through a process of teacher evaluation and professional development which will improve and support qualified teachers and effective teaching practices.

II. POLICY STATEMENT

East Range Academy of Technology and Science will develop and implement a teacher evaluation and peer review process as required by law in order to improve student learning and success.

III. POLICY

In order to fulfill the purpose of this policy and to be consistent with the Policy Statement, the annual teacher evaluation and peer review process must, at minimum, contain the following elements:

- A. Establishment of a three-year professional review cycle for each teacher that includes an individual growth and development plan, a peer review process, the opportunity to participate in a professional learning community and at least one summative evaluation performed by a qualified and trained evaluator such as a school administrator. For the years when a teacher is not evaluated by a qualified and trained evaluator, the teacher must be evaluated by a peer review.
- B. The teacher evaluation must be based on professional teaching standards established in rules promulgated by the Minnesota's Professional Educator Licensing and Standards Board (PELSB) and the Minnesota Department of Education (MDE).
- C. Staff development activities must be coordinated with the teacher evaluation process and teachers' evaluation outcomes.
- D. Time may be provided during the school day and/or during the school year for peer coaching and teacher collaboration.
- E. The teacher evaluation process may include mentoring and induction programs.

- F. Thirty five percent (35%) of a teacher's evaluation results must be based upon Student Learning Goals (SLGs). These goals require teachers to document formative assessments and to administer valid and reliable summative assessments aligned to state and local academic standards.
- G. The teacher evaluation process must use longitudinal data on student engagement and connection and other student outcome measures explicitly aligned with the elements of curriculum for which a teacher is responsible.
- H. Qualified and trained evaluators such as school administrators will perform summative evaluations.
- I. East Range Academy will give teachers who are not meeting professional teaching standards support to improve through a teacher improvement process that includes established goals and timelines.
- J. East Range Academy will support all teachers by offering ongoing professional development opportunities per PELSB and MDE guidelines.
- K. East Range Academy will discipline teachers not making adequate progress in the teacher improvement process, including, but not limited to, termination of employment.

IV. CLASSIFICATION OF EVALUATION DATA

Data on individual teachers' evaluation results are personnel data under Minn. Stat. §13.43.