



## **2016-2017 Teacher Observation and Evaluation**

Michigan Virtual Charter Academy strives to continually meet the needs of all students by providing a rigorous observation and evaluation cycle of our instructional staff. Teachers receive both formal and informal observations, instructional coaching, and professional development to continue to help all student achieve optimal academic growth.

### **What tool is used to evaluate teacher effectiveness?**

Teachers and instructional support staff are evaluated using the 2013 Danielson Framework. This framework focuses on four domains of instruction: planning and preparation, the classroom environment, instruction, and professionalism. Teachers will receive a final rating of highly effective, effective, minimally effective, or ineffective.

Research regarding the effectiveness of this framework dates back to 2003 and can be found on The Danielson Group's website: <http://www.danielsongroup.org/research/>

### **How does student data and growth relate to a teacher's effectiveness rating?**

During the 2015-2016 school year, MVCA began to include student achievement data as part of a teacher's yearly evaluation. For the 2016-2017 school year, 40% of a teacher's evaluation will be based on student data in combination with their formal observation ratings as determined by the Danielson Framework.

### **What training is provided for administration to evaluate teachers?**

Principals and other evaluators have received training directly from the Danielson group to ensure fidelity of the framework. Training will occur two to three times for the 2016-2017 school year. MVCA will use 95a funds to cover the costs of these trainings.

### **What is the timeline for observations and evaluations?**

Teachers are observed throughout the school year with informal and formal observations.

#### Formal Observations

2-3 formal observations per year completed by principals using the 2013 Danielson Framework.

Timeline:

Observation 1 – September 26, 2016 – November 30th, 2016

Observation 2 – December 1, 2016 – February 28<sup>th</sup>, 2017

Observation 3 – March 1<sup>st</sup> 2017 – May 31st, 2017

End of Year Evaluation Conferences– June 1<sup>st</sup>, 2017 – June 28<sup>th</sup>, 2017

### Informal Observations

Informal observations occur at least once a month by a Content Lead. This content expert observes classroom instruction to determine strengths and areas of improvement based on the Danielson Framework.

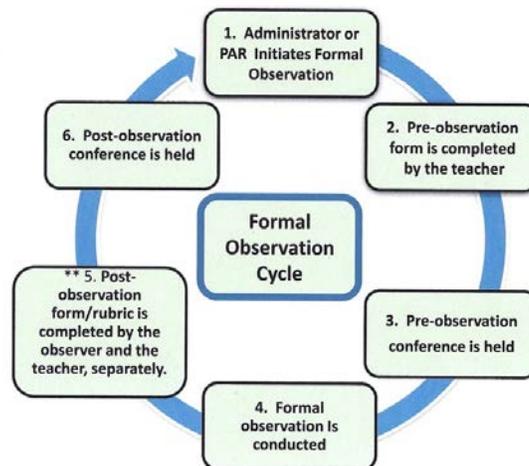
### Instructional Coaches

MVCA instructional staff also receive informal observations by experienced, peer educators. These instructional coaches assist teachers in the development of instruction in a virtual setting and develop goals to help teachers address academic as well as professional growth.

### **What is the formal observation and evaluation process?**

Michigan Virtual Charter Academy follows the evaluation cycle as developed by Charlotte Danielson. Conferences between teachers and administrators are held prior to and immediately following the observation. During this time, teachers present artifacts regarding their instruction and support for student learning.

## Evaluation Cycle





**What steps are taken if a teacher received a rating of ineffective or minimally effective?**

Should a teacher receive a rating of minimally effective, intensive academic coaching will occur with the support of the principal, content lead, and instructional coach. Informal observations and monitoring will increase to ensure teachers are making gains to improve their instructional practices. If a minimally effective teacher does not show adequate gains, they may be placed on a personal improvement plan (PIP).

In the event that a teacher receives an ineffective rating, the teacher will be placed on a personal improvement plan. This plan is developed through collaboration with administration, human resources, coaches, and the teacher to ensure specific achievable goals and support are provided. The standard timeline for a performance plan is 4 weeks. If in that time adequate progress is not met, the teacher will be dismissed from Michigan Virtual Charter Academy.

**How are evaluation results used to guide professional development and improvement?**

Each teacher completes an Individual Growth Plan (IGP) at the beginning of the school year. This document assists in goal setting and identifies personal professional development opportunities.

After each evaluation cycle, teacher evaluation ratings are analyzed by domain and subcategory to determine school-wide professional development needs.