

Gloucester City Teacher Evaluation Summary Scoring Rules

Standard process for evaluating all standards under these conditions:

1 **Not Demonstrated** rating of an element within a standard: Maximum rating of **Developing** for standard

2 **Not Demonstrated** ratings of an element within a standard: Maximum rating of **Not Demonstrated** for standard

1 **Developing** rating of an element within a standard: Maximum rating of **Proficient** for standard

For summary ratings:

Standard I:

Teachers demonstrate leadership - (5 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

4 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished; 1 Distinguished = **Proficient rating**

1 Proficient; 3 Accomplished; 1 Distinguished = **Accomplished rating**

1 Proficient; 2 Accomplished; 2 Distinguished = **Accomplished rating**

2 Accomplished; 3 Distinguished = **Accomplished rating**

Standard II:

Teachers establish a respectful environment for a diverse population of students – (5 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

4 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished; 1 Distinguished = **Proficient rating**

1 Proficient; 3 Accomplished; 1 Distinguished = **Accomplished rating**

1 Proficient; 2 Accomplished; 2 Distinguished = **Accomplished rating**

2 Accomplished; 3 Distinguished = **Accomplished rating**

Standard III:

Teachers know the content they teach – (4 elements)

- 3 Proficient = Proficient rating
- 3 Accomplished = **Accomplished rating**
- 3 Distinguished = **Distinguished rating**
- 2 Proficient; 2 Accomplished = **Proficient rating**
- 2 Accomplished; 2 Distinguished = **Accomplished rating**

Standard IV:

Teachers facilitate learning for their students – (8 elements)

- 5 Proficient = **Proficient rating**
- 5 Accomplished = **Accomplished rating**
- 6 Distinguished = **Distinguished rating**
- 5 Distinguished; 2 Accomplished; 1 Proficient = **Accomplished rating**
- 5 Distinguished; 1 Accomplished; 2 Proficient = **Accomplished rating**
- 3 Proficient; 3 Accomplished; 2 Distinguished = **Accomplished rating**
- 4 Proficient; 4 Accomplished = **Proficient rating**
- 2 Proficient; 3 Accomplished; 3 Distinguished = Administrative decision **Accomplished rating**

Standard V:

Teachers reflect on their practice– (3 elements)

- 2 Proficient = **Proficient rating**
- 2 Accomplished = **Accomplished rating**
- 2 Distinguished = **Distinguished rating**
- 1 Proficient; 1 Accomplished; 1 Distinguished = **Accomplished rating**

NOTE: Other observation/evaluative information may be considered when determining standard rating. Rating can only be adjusted one level.

Gloucester City-CONVERSION TO STATE RUBRIC-Teacher Practice Score

(4) Highly Effective: Accomplished / Distinguished

- 5 Distinguished Standard ratings = 4.0
- 1 Accomplished Standard & 4 Distinguished Standard ratings = 3.9
- 2 Accomplished Standard & 3 Distinguished Standard ratings = 3.8
- 3 Accomplished Standard & 2 Distinguished Standard ratings = 3.7
- 4 Accomplished Standard & 1 Distinguished Standard ratings = 3.6

(3) Effective: Proficient / Accomplished

- 5 Accomplished Standard ratings = 3.5 points
- 1 Proficient & 4 Accomplished ratings= 3.35
- 2 Proficient & 3 Accomplished ratings = 3.2
- 3 Proficient & 2 Distinguished =3.1
- 3 Proficient & 2 Accomplished ratings= 2.95
- 4 Proficient & 1 Accomplished ratings = 2.8
- 5 Proficient Standard ratings = 2.65

Note: Any combination of ONLY Proficient / Accomplished Standards

Note: 1 Proficient, a minimum of 1 Distinguished & Accomplished = 3.5

(2) Partially Effective:

- 1 Developing Standard rating = 2.0

(1) Ineffective:

- 2 Developing Standard ratings = 1.0
- 1 Not Demonstrated Standard rating = 1.0