Rigorous teacher evaluation ratings are supported with evidence. This evidence comes from three main sources: student data, observation data, and teacher trajectory analysis. Using evidence from observations and student assessments focuses evaluations on student outcomes. This data can also help you to identify a teacher's trajectory to assess whether the teacher's practice is improving.

STUDENT DATA

Student assessment evidence informs teacher evaluations in two key ways. First, assessment data tells you if students have met state proficiency targets and school targets for learning. Secondly, assessment data can be used to measure student growth over the course of the year. As a rule of thumb, all students should have made at least one year's worth of academic growth in the teacher’s classroom, or met their special education growth goals.

Student growth measures are the most valuable indicators of a teacher’s impact. A student who enters the eighth grade unable to read may make four years' worth of gains under an extraordinary teacher and still not meet state standards, while a low-performing teacher may have a class that begins the school year above grade level and meets all state goals. If possible, use student growth measures in addition to one-time assessment results during evaluations.

OBSERVATION NOTES

Review your observation notes for evidence that the teacher maximized instructional time through strong lesson planning and delivery, effective classroom management, student assessment and use of data, professionalism, and any other school criteria for success.

Teacher confidence in their performance evaluations increases with the number of observations they receive. Initial Insight data indicates that a target number of observations is approximately 30 a year - one per teacher per week.

TRAJECTORY ASSESSMENT

Teachers with a positive trajectory are growing as professionals. These teachers actively seek feedback, and use this feedback and development to change their classroom practice and improve instructional outcomes. Compare data – your observation, assessment, and trajectory data should be aligned. For example, a teacher with a positive trajectory will show positive trends in their student data as the year progresses.