

Summary of Teacher Evaluation Data for NSD

843 Teacher/Pupil Service Evaluations completed in the 18-19 School Year. (Note: this data does not include administrative evaluations).

19 were reported as Basic (2%)

722 were reported as Proficient (86%)

102 were reported as Distinguished (12%)

Some finer details:

All certificated staff are evaluated in accordance with Idaho Code. They are evaluated in 4 domains which consist of 22 components. We are required to collect evidence and report performance on all 22 components. In addition, all certificated staff create an Individualized Professional Learning Plan (IPLP) and identify an academic target.

12 certified folks received between 1-5 UNSATISFACTORY ratings at the component level. Eleven of these individuals received an overall BASIC score reported to the state, one was reported as Proficient since the preponderance of the other 22 components were at the proficient level. Of these 12, 4 were placed on improvement plans, 2 have previously been placed on improvement plans and now are on probation (required by law for Category 3 or Continuing Contract teachers), and 6 were non-rehired.

In addition, 9 certificated staff were terminated sometime during the year and are not counted in the stats I have listed above (assume they would have been reported as BASIC or even UNSATISFACTORY).

155 certificated staff received at least 1 BASIC rating at the component level. All 12 of the individuals who received unsatisfactory ratings also received several BASIC ratings at the component level. Eleven of the 12 individuals mentioned above who received at least one unsatisfactory rating at the component level and 6 additional individuals received an overall rating of BASIC that was reported to the state.

102 individuals were reported to the state as DISTINGUISHED. This represents 12% of the overall certificated staff. Thirty-one of these individuals are not directly related to a classroom – they serve in certificated roles at the District Office or in a Pupil Personnel role (Psychs, Social Workers, etc.).

Of the 722 who received an overall proficiency rating, there is a continuum of component level scores. For example, all of the following individuals would have been reported as Proficient to the state:

1. 22 components – Proficient
2. 20 components – Proficient; 2 Basic
3. 20 components – Proficient; 2 Distinguished
4. 16 components – Proficient; 4 Distinguished; 2 Basic
5. 12 components – Proficient; 9 Basic; 1 Unsatisfactory
6. 12 components – Proficient; 9 Distinguished; 1 Basic
7. 11 components – Proficient; 11 Basic (could also be reported as overall Basic)

We are required by Idaho Code 33-514 to have 1 written evaluation each year composed of at least 2 observations. One of the observations must be completed by Jan 1. In addition, most teachers choose to produce a portfolio to present evidence related to the components in Domain 1 and 4. Domain One is Planning and Preparation and Domain Four is Professional Responsibilities. Many times the evidence

supporting the components in these domains is not witnessed in an instructional observation. Teachers share evidence of their planning, use of assessment, knowledge of students, etc. in the portfolio to support the overall evaluation.

In Nampa, each teacher receives a first semester component report (sometimes not all components were yet observed and do not yet have a proficiency rating). Teachers receive a second semester component report as well. Then, with portfolio evidence, evidence from at least two evaluations and the two semester reports, the administrator creates one final summative report which includes a proficiency score in each of the 22 component areas.

The administrator takes the proficiency scores from 22 distinct areas and creates ONE overall proficiency score supported by the evidence.

An overall proficiency score of PROFICIENT does not mean that teachers do not have areas of improvement to work on, it means that the preponderance of evidence that we have collected over 9 months indicates that in the majority of components, they are proficient.