

Teacher Performance Evaluation Plan

PHM utilizes a modified version of the RISE Teacher Effectiveness Rubric to evaluate its teachers. The rubric uses a four-point rating scale and is designed to provide a consistent and comprehensive evaluation of teacher effectiveness.

Teachers with 0-1 years of experience receive a minimum of three observations throughout the school year (Two long/45 minute and one short/15 minute)

Teachers with 2-9 years experience receive a minimum of two observations throughout the school year (One long/45 minute and one short/15 minute)

Teachers with 10+ years experience receive a minimum of one observation throughout the school year (One long/45 minute)

The rubric consists of four domains, each containing multiple sub-indicators. Individual sub-indicators are scored and collectively summarized to determine the teacher's overall evaluation rating.

- Domain 1: Planning and Preparation, weighted 10%
- Domain 2: Instruction, weighted 70%
- Domain 3: Leadership, weighted 15%
- Domain 4: Core Professionalism, Either adds 0.10 or Subtracts 0.50 to overall rating

<u>Overall Rating</u>	<u>Range</u>
Highly Effective	3.25 to 4.00
Effective	2.50 to 3.24
Improvement Necessary	1.75 to 2.49
Ineffective	Less than 1.75