Effectiveness Project (EP) Requirements and Dates

School District of North Fond du Lac

2018-2019

Educator/Specialist Observations - 3 Year Cycle

Administrator Observations - 1 Year Cycle

Year 1	Year 2	Year 3/New to District or New Educator/Specialist		Continuing Administrator or New to District or New Administrator
1 informal walkthrough	1 informal walkthrough	1 formal announced observation 3 informal walkthroughs		3 formal site visits

Component Requirements - Educators/Specialist

Year 1	Year 2	Year 3/New		Administrator
Documentation Log (1-2 artifacts per standard), Two Professional Visits within District*, Student Surveys, PPG/SLO Plan, Interim & Final PPG/SLO Review, PD Log, Comm Log	Documentation Log (1-2 artifacts per standard), Two Professional Visits within District*, Student Surveys, PPG/SLO Plan, Interim & Final PPG/SLO Review, PD Log, Comm Log	Documentation Log (1-2 artifacts per standard), Two Professional Visits within District*, Student Surveys, PPG/SLO Plan, Interim & Final PPG/SLO Review, Conference(s) with Supervisor, PD Log, Comm Log		Documentation Log (1-2 artifacts per standard), Staff Surveys, Create PPG/SLO, Interim PPG SLO Review, Final PPG/SLO Review, Conference(s) with Supervisor

*Professional Visits w/reflection** uploaded to Stand. 1 or 6   **PD Log** uploaded to Stand. 6   **Communication Log** Uploaded to Stand. 6-Educator or Stand. 2-Ed. Spec.

Due Dates for Components

For Educators/Specialists	For NEW Educators or Needs of Improvement	For Administrators
☐ PPG and SLO Plan - **September 14th** ☐ Survey Students/Growth Plan - **October 26th** ☐ Mid-Year PPG/SLO Review - **January 18th** ☐ Survey Students/Analysis Plan - **March 15th** ☐ Documentation Log - **May 3rd** ☐ Final PPG/SLO Review - **May 3rd** See supervisor if alternate due date is needed.	☐ PPG and SLO Plan - **September 14th** ☐ Survey Students/Growth Plan - **October 26th** ☐ Mid-Year PPG/SLO Review - **January 18th** ☐ Survey Students/Analysis Plan - **January 25th** ☐ Documentation Log - **May 3rd** ☐ Final PPG/SLO Review - **May 3rd** See supervisor if alternate due date is needed.	☐ PPG and SLO - **September 14th** ☐ Staff Surveys - **TBD by District Administrator** ☐ Mid-Year PPG/SLO Review - **January 18th** ☐ Documentation Log - **May 3rd** ☐ Final PPG/SLO Review - **May 3rd** See supervisor if alternate due date is needed.

SLO Templates/Examples

SLO Options Which type of goal are you creating?	1. *Growth Goal* = 100% rate - All students can have appropriate growth
	2. *Achievement Goal* = at least 80% rate - 80% of students will reach proficiency with effective instruction

SLO Templates:

- *Growth Goal*

    By _____(end of SLO date)_____, **100% of my students will demonstrate** _____(appropriate growth measure - i.e. "one-year worth of growth", "SGP of 50", "SGP of 35-60", etc.)_____ **in** _____(identify skill)_____ **as evidenced by** _____(assessment tool)_____.

- *Achievement Goal*

    By _____(end of SLO date)_____, **80% of my students will be proficient or advanced in** _____(identified skill)_____ **as evidenced by** _____(assessment tool)_____.

SLO Examples:

- *Growth Goal*

    By May of 2019, 100% of my students will demonstrate one-year of worth of growth in reading as evidenced by the grade level equivalency (GE) measure in STAR Reading.

    By May of 2019, 100% of my students will demonstrate appropriate growth (see tiers) in analyzing & citing strong textual-evidence as evidenced by my teacher created assessment.
    - Tier I - Below-Basic range will move into Basic/Proficient/Advanced range
    - Tier II - Basic range will move into Proficient/Advanced range
    - Tier III - Proficient range will move into Advanced range
    - Students in Advanced range will show evidence of learning within advanced range

- *Achievement Goal*

    By the end of 1st semester, 80% of my students will be proficient or advanced in writing informational essays as evidenced by our teacher created assessments.

    By May of 2019, 85% of my students will be proficient or advanced in reading readiness skills as evidenced by our reading readiness assessment.