

SHORT EASY & ON TARGET



Teacher Evaluation

The Educator Collaborative Assessment Program has been developed collaboratively by the School District and the Salt Lake Teachers Association through the Joint Evaluation Development Committee. It is teacher centered and promotes professional growth.

Fall Collaborative

1. *The teacher shall choose what professional goal(s) to work on for the year.
[The form to be used is in the ECAP Manual titled Fall Collaborative Conference]*
2. *This conference is a collaborative meeting where the teacher describes to the administrator what she/he will be focusing on for student growth.*
3. *If other goals are suggested, there must be mutual agreement with the goals.*

N Rating

When an N is given, it should not come as a surprise to the teacher.

The following process should be followed by the administrator when planning to place an “N” rating on the Monitoring or Annual Teacher Evaluation Form:

N	Notice	<i>[Tell, show data about what is not working]</i>
E	Explanation	<i>[Examples, document]</i>
A	Assistance	<i>[Offer professional development]</i>
T	Time	<i>[Set a timeline: days, weeks, months]</i>

An “N” rating requires the administrator and the teacher design a collaborative intervention plan. Upon successful completion to a collaborative intervention plan, the rating shall be changed from an “N” to “P”. If additional time is needed for the plan, it can be extended by mutual agreement into the next school year.

U Rating

A “U” rating can only be given if the collaborative intervention plan outcomes are not met. When a “U” is placed on the Annual Teacher Evaluation form, it will trigger the “Performance Assistance” process stated in the Written Agreement. The purpose of this assistance is to help the teacher improve.

NOTE: Performance assessment is to be completed by the principal, the principal’s designee or the teacher’s immediate supervisor.