

FOUNDATION FOR BEHAVIORAL RESOURCES EDUCATOR PERFORMANCE EVALUATION DESCRIPTION

Our performance evaluation system is a comprehensive system based on student learning and the practices that support student success. The system relies heavily on the use of data and professional development to meet the needs of the students. The performance evaluation is conducted with a summary document prepared prior to the end of each fiscal year.

TEACHERS

The FBR evaluation system has several components including: Professional Conduct, Instructional Practices, Parent/Student Communication, Classroom Origination and Management and Student Achievement.

Student growth data is measured by using a nationally normed assessment (NWEA Measurement of Academic Progress) for grades K - 6 which is a significant portion of a teacher's evaluation. Competence in classroom management, instructional and professional practices is determined through multiple observation, feedback and coaching. The system encourages discussions around performance and professional development opportunities for the teachers.

Teachers are formally evaluated a minimum of once a year using a scale of highly effective, effective, minimally effective and ineffective. The evaluation data is used to inform compensation, retention, promotion and termination decisions.

ADMINISTRATORS

The FBR evaluation system for administrators has several components including: Professional Conduct, Parent/Student/Teacher/Community Communication, Leadership/Teamwork and Student Achievement. Student growth data is measured by using a nationally normed assessment (NWEA Measurement of Academic Progress) for grades K - 6 which is a significant portion of the administrator's evaluation. Professional competence is determined through multiple observations, feedback and coaching.

Administrators are formally evaluated a minimum of once a year using a scale of highly effective, effective, minimally effective and ineffective. The evaluation data is used to inform compensation, retention, promotion and termination decisions.