



Carman-Ainsworth Community Schools

Teacher Evaluation

2016-2017

Enhancing professional practice through a
Framework for Teaching



Our Vision...

“Working Together to Guarantee Learning for Every Student”

As a school district, we add value and increase community confidence when we demonstrate our professional skill and our commitment results in learning gains for every student, from the highly able learner to the severely challenged learner.

This aspiration becomes even more realistic when all CA staff members take ownership for student learning, and when we are able to engage families and community organizations to support student learning.

We will gather data and report to the community on our success in achieving the following goals:

Academic Achievement All students will improve their proficiency in Reading, Writing, and Mathematics.

Indicators of success:

- All Carman-Ainsworth Community School Buildings will achieve Adequate Yearly Progress.
- All students will achieve a minimum of a year of learning for a year of attendance and instruction.
- All students achieving below grade level will demonstrate an acceleration of learning beyond one year of growth for a year of attendance and instruction.
- Carman-Ainsworth High School will achieve a 0% drop-out rate.

Value to Community The Carman-Ainsworth Community Schools will provide quality service and add significant value to the community we represent.

Indicators of success:

- All stakeholders will report satisfaction in the District’s efforts to provide safe, nurturing, learning environments and demonstrate an unmistakable commitment to service.
- Our community will report an increased confidence in the value of Carman-Ainsworth Community Schools through a survey.

Organizational Effectiveness The Carman-Ainsworth Community Schools will be intentional and systemic in directing all resources toward achieving its vision.

Indicators of success:

- The District will achieve AdvancED (NCA) District Accreditation Status through the external Quality Assurance Review Process.
- The District will achieve budgetary reductions in non-instructional expenditures.
- All employees will indicate how their role helps to achieve the District Vision through a survey.



Our Mission...

The Carman-Ainsworth Community School District is the student-focused learning organization which unites our diverse community. The Mission of the Carman-Ainsworth Schools is to ensure that students achieve at their highest academic capacity and become productive citizens.



We Believe that our students:

- Have unlimited potential.
- Have a right to be safe and to be respected.
- Are empowered learners.
- Need to be proficient in 21st century skills.
- Will communicate effectively.
- Will treat others as they would want to be treated.
- Will embrace diversity.
- Will be career, college, and life ready upon graduation.
- Will benefit from family and community involvement.

Introduction

The Carman-Ainsworth Community Schools is dedicated to an evaluation process that focuses on effective teaching and continuous professional growth. Within the Danielson Model, the complexity of effective teaching is clearly defined within the 22 components clustered into 4 domains of teaching. The Carman-Ainsworth School District remains committed to increasing student achievement. The Danielson Model provides a framework for professional practice that lends itself to a spirit of collaboration within the educational community. As a result, all students will be given the opportunity to reach their fullest potential.

Purpose of the Evaluation Process

The primary purpose for a teacher evaluation process is to improve student achievement. Although evaluations are required by law, our focus is to provide teachers with the support they need to ensure a rigorous and relevant education for our students. The Danielson Model provides a rigorous, transparent and fair performance evaluation system.

- The rubrics help to guide the overall effective rating.
- The purpose of feedback is to provide context for the lesson that was observed.
- The overall effective rating is not an average of the three observations, but one of the factors in determining the year end effective rating.

Working together, we are dedicated to successfully meeting the educational needs of all students.