

Eastern Upper Peninsula Intermediate School District

Teacher Performance Evaluation Protocol

Category	Weight (%)			Notations
	Year 1	Year 2	Year 3	
Teacher-specific student academic achievement	20	40	40	Based on a minimum of four data points including MEAP/MIME
Formal Evaluation results	50	25	15	Based on formal classroom observation
Evidence of Professional Growth	20	25	25	As evidenced by attendance at &/or provision of PD and CIA specific:
				Awareness and understanding of adopted curriculum.
Curriculum				Evidence of classroom level curriculum delivered Attention to pacing
Instruction				Understanding and evidence of research based strategies in place.
Assessment				Based on development /use/ analysis of data generated from, formative and summative assessments.
Professional Contributions / Professional Activities	10	10	20	Based on teacher participation in national, state &/or local PLC, organizations Action research project development/completion/presentation.
Total	100	100	100	