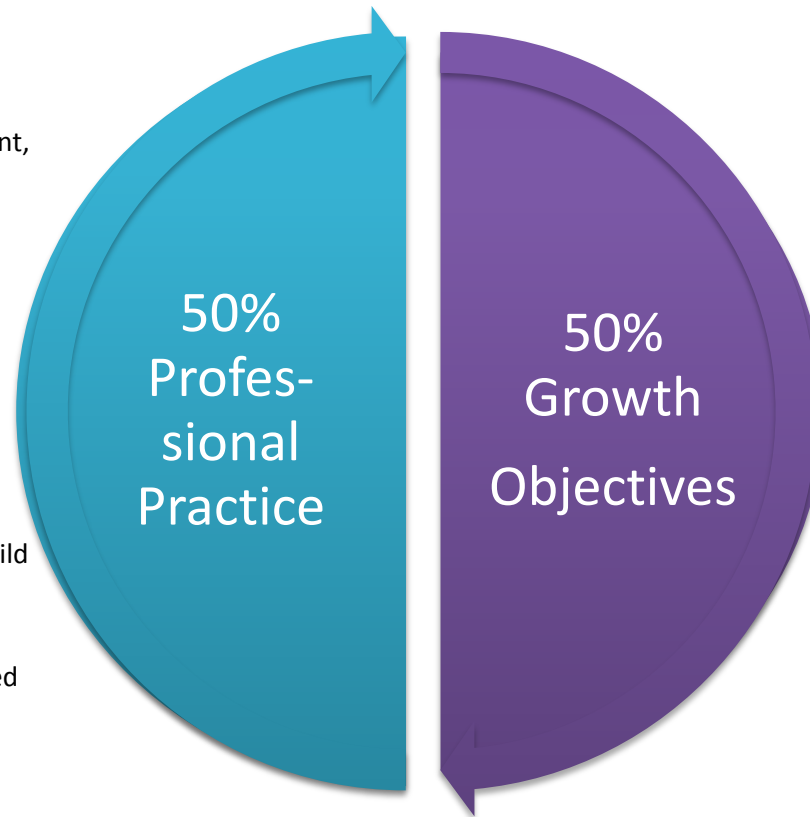


WPSD Classified Evaluation



Professional Practice: (100% for 2015-16)

- ❖ Rubric
 - General Rubric tied to Job Description
 - Rating Categories: Basic, Partially Proficiency, Proficient, Accomplished, Exemplary
- ❖ Input
 - Professional Interactions
 - Observations
 - Feedback from Direct Supervisor
- ❖ Professional Practice Goal
 - At least one goal aligned to professional responsibilities
 - Focus Question: How do I build my skills?
 - Rating Categories: Fully, Partially, or Not Accomplished
- ❖ Major Timelines
 - Rubric
 - Sharing of Professional Practice Ratings by March 15th
 - Final Rating by the end of the contract year



Growth Objectives: (PILOT in 2015-16)

20% School Performance Framework

- ❖ All WPSD Staff

80% Individual Measures

- ❖ Growth Objectives
 - At least one growth objective aligned to individual roles and duties approved by evaluator
 - Grounded in Job Description
 - Focus Question: How do I make what I do better? (Not more)
 - Set to ambitious and achievable objectives with a defined scoring plan
 - Rating Categories: Insufficient, Partial, Full, Exceptional
 - “Best Look” for Comprehensive Goals
- ❖ Major Timelines
 - Growth Objectives finalized by mid-October
 - Mid-year reflection by mid-January
 - Final rating by end of the contract year