

HOW THE INSTRUCTIONAL PRACTICE SCORE IS GENERATED

For Classroom Teachers

Domain 1 accounts for 70% and Domains 2, 3, & 4 combined account for 30% of the instructional practice score. iObservation uses these business rules to determine the calculation and rating:

- 1) Classroom teachers are assigned to an evaluation category. Probationary contract teachers are category 1p (first 3 years of instructional experience and new to SCPS) or category 2p (more than 3 years of instructional experience and new to SCPS). All other teachers (AC, PSC, and CC) are either category 1 (first 3 years of instructional experience) or category 2 (more than 3 years of instructional experience).
- 2) iObservation counts the number of ratings at each level. Highly Effective+ is level 5 and Highly Effective is level 4. Per the scoring rules below, Highly Effective and Highly Effective+ are treated as the same rating level 4, even though they are displayed separately in iObservation. A rating of Effective is Level 3, a rating of Needs Improvement/Developing is Level 2, and a rating of Unsatisfactory is Level 1.
- 3) iObservation uses the following business rules to determine the overall rating for each domain:

Category 1p & 1	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Domain 1	At least 65% at Level 4 or higher and 0% at Level 1	At least 65% at Level 3 or higher	Less than 65% at Level 3 or higher and Less than 50% at Level 1	Greater than or equal to 50% at Level 1
Domains 2, 3, & 4 Combined				

Category 2p & 2	Highly Effective (4)	Effective (3)	Developing (2)	Unsatisfactory (1)
Domain 1	At least 75% at Level 4 or higher and 0% at Level 1	At least 75% at Level 3 or higher	Less than 75% at Level 3 or higher and Less than 50% at Level 1	Greater than or equal to 50% at Level 1
Domains 2, 3, & 4 Combined				

4) The overall rating for each domain is then converted to a number (Highly Effective = 4, Effective = 3, Needs Improvement/Developing = 2, Unsatisfactory = 1) and multiplied by the weighting for that domain (Domain 1 = 70%; Domains 2, 3, & 4 combined = 30%). The weighted products are added together and the sum is the instructional practice score. The calculation for teachers final evaluation score is as follows – Teachers with less than 3 years of data: Instructional Practice Score 50%; Deliberate Practice Score 10%; Student Learning Growth Score 40%. Teachers with 3 years or more of data: Instructional Practice Score 40%; Deliberate Practice Score 10%; Student Learning Growth Score 50%.

Highly Effective = 3.5-4.0
 Effective = 2.50-3.49
 Needs Improvement/Developing = 1.50-2.49
 Unsatisfactory = 1.00-1.49

For non-classroom instructional personnel - All of the above rules apply.