

# West Central School Corporation

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“Encourage Every Student Every Day” \*Engage \*Empower \*Educate

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## West Central Evaluation Plan – Modified RISE 3.0

**Evaluation Plan:** The evaluation plans are in writing and are explained to each group of educators prior to being evaluated. The superintendent will discuss with teachers’ representative prior to discussing with the board of education.

**Staff Definitions:** Staff are defined as teachers, librarians, counselors, principals, assistant principals, and superintendent.

All staff are evaluated as follows:

- 1 long evaluation/observation first semester
- 1 long evaluation/observation second semester
- 1 short evaluation/observation during the school year
- Evaluations/observations of virtual teaching and student engagement
- Feedback will be given within seven (7) school days from observation

Staff will be placed in one of four categories according to the modified RISE 3.0 Rubric: Highly Effective, Effective, Needs Improvement, and Ineffective based on the specific tool used.

The evaluation ratings categories score ranges will be as follows:

Ineffective:	1.0 – 1.75
Needs Improvement:	1.76 – 2.50
Effective:	2.51 – 3.5
Highly Effective:	3.51 – 4.0

**Evaluators:** All evaluators must have received Rise Training before evaluating staff. Evaluators will be administrators – principals, assistant principals, and the superintendent.

- Principals and assistant principals will evaluate teachers.
- Principals will evaluate assistant principals, counselors, and librarians.
- Superintendent will evaluate principals and counselors.
- All evaluators will receive ongoing training and support in evaluation skills before the school year and during administrative meetings.

Professional development will be planned around needs from evaluations. Remediation plans will be created based upon improvement necessary and ineffective ratings within the time of the evaluation/observation.

Staff remediation plans and activities will be counted as professional development toward license renewal.

Negative Impact will be determined based on teacher evaluation ratings. Teachers who receive a rating of improvement necessary or ineffective will be considered to have had a negative impact on student growth.

Teachers rated ineffective may request a conference with the superintendent as outlined in <https://www.doe.in.gov/evaluations>.

The building principals shall assign students to teachers. The principal is responsible for ensuring students do not receive instruction from ineffective teachers two years in a row. Parents will be informed via letter from the principal when a student's assignment to consecutive teachers rated as ineffective is unavoidable.

**School-wide Learning Measure:** All evaluated staff will use their building's school-wide learning measure as described below. The superintendent will use a 50/50 split of the K-6 and 7-12 school-wide learning measures.

### **Staff Rubrics:**

**Teacher Evaluation:** Please refer to the following website for teachers:  
<https://www.doe.in.gov/evaluations>

#### Modified RISE 3.0 Teacher Effectiveness Rubric

Planning	10%
Instruction	70%
Leadership	20%
Core Professionalism	-0.25 points each

#### Overall Evaluation Rubric

Component	Percentage
Teacher Effectiveness Rubric	90%
School-wide Learning Measure	10%

**Library/Media Evaluation:** Please refer to the following web-site for School Librarian Rubric:  
[https://cdn.ymaws.com/www.ilfonline.org/resource/resmgr/aisle/nov\\_2012\\_school\\_librarian\\_ev.pdf](https://cdn.ymaws.com/www.ilfonline.org/resource/resmgr/aisle/nov_2012_school_librarian_ev.pdf)

#### Teacher Effectiveness Rubric

Planning	30%
Instruction	40%
Leadership	30%
Core Professionalism	-0.25 points each

Overall Evaluation Rubric

Teacher Effectiveness Rubric	90%
School-wide Learning Measure	10%

**Counselor Evaluation:** Please refer to the following web-site for School Counselor Rubric:  
<https://www.doe.in.gov/sites/default/files/student-assistance/counselor-evaluation-tool-indiana-final.pdf>

Teacher Effectiveness Rubric

Planning	30%
Instruction	40%
Leadership	30%
Core Professionalism	-0.25 points each

Overall Evaluation Rubric

Teacher Effectiveness Rubric	90%
School-wide Learning Measure	10%

**Principal Evaluation:** Please refer to the following web-site for Principal Rubric:  
<http://www.doe.in.gov/sites/default/files/evaluations/rise-handbook-principals.pdf>

Modified RISE 3.0 Principal Effectiveness Rubric

Teacher Effectiveness	50%
Instruction	50%
Core Professionalism	-0.25 points each

Overall Evaluation Rubric

Teacher Effectiveness Rubric	90%
School-wide Learning Measure	10%

**Superintendent Evaluation:** Please refer to the following web-site for the Superintendent:  
<http://www.isba-ind.org/>

Overall Evaluation Rubric

Leadership Outcomes (Superintendent Rubric)	90%
School-wide Learning Measure	10%

## 2021-2022 WCSC School-wide Learning Measure

### K-6 iReady Math Fall to Spring Growth Showing average growth or more

1 Pt	2 Pts	3 Pts	4 Pts
0% – 25%	26% – 50%	51% - 75%	76% - 100%

### K-6 iReady Reading Fall to Spring Growth Showing average growth or more

1 Pt	2 Pts	3 Pts	4 Pts
0% – 25%	26% – 50%	51% - 75%	76% - 100%

### K-6 Final Grade

NWEA Reading	iReady Math
50%	50%

### 7-12 NWEA (Fall to Spring Growth Math & E/LA) Showing average growth or more

1 Pt	2 Pts	3 Pts	4 Pts
0% - 24%	25% - 50%	50% - 74%	75% - 100%

### 7-12 College and Career Readiness (Percent of Class Achieving)

1 Pt	2 Pts	3 Pts	4 Pts
0% - 49%	50% - 59%	60% - 74%	75% - 100%

### 7-12 Core 40 Diplomas (Percent of Class Achieving)

1 Pt	2 Pts	3 Pts	4 Pts
0% - 44%	45% - 60%	60% - 74%	75% - 100%

### 7-12 Academic or Technical Honors (Percent of Class Achieving)

1 Pt	2 Pts	3 Pts	4 Pts
0% - 9%	10% - 19%	20% - 24%	25% - 100%

### 7-12 Final Grade

NWEA Math	NWEA E/LA	CCR	Core 40	Academic or Technical Honors
30%	30%	10%	20%	10%

## **TEACHER APPRECIATION GRANTS**

The West Central School Corporation will distribute its Teacher Appreciation Grant monies received from the Indiana Department of Education to the teachers who meet the following criteria:

1. Employed in the classroom or directly provided education in a virtual classroom setting;
2. Received a Highly Effective or an Effective rating on their most recently completed performance evaluation; and
3. Employed on December 1 of the year the Corporation receives the Teacher Appreciation Grant monies and was employed by West Central the previous school year.

The School Corporation will distribute its Teacher Appreciation Grant monies as follows:

1. To All Effective Teachers: A stipend as determined by the superintendent
2. To All Highly Effective Teachers: A stipend in the amount of 25% more than the stipend given to Effective teachers

The School Corporation will distribute the stipends within 20 business days of the distribution date by the Indiana Department of Education of the Teacher Appreciation Grant monies to the School Corporation.

All amounts will be a stipend and not be a part of a permanent base salary.

The amount will not be differentiated between schools.

LEGAL REFERENCE: I.C. 20-43-10-3.5