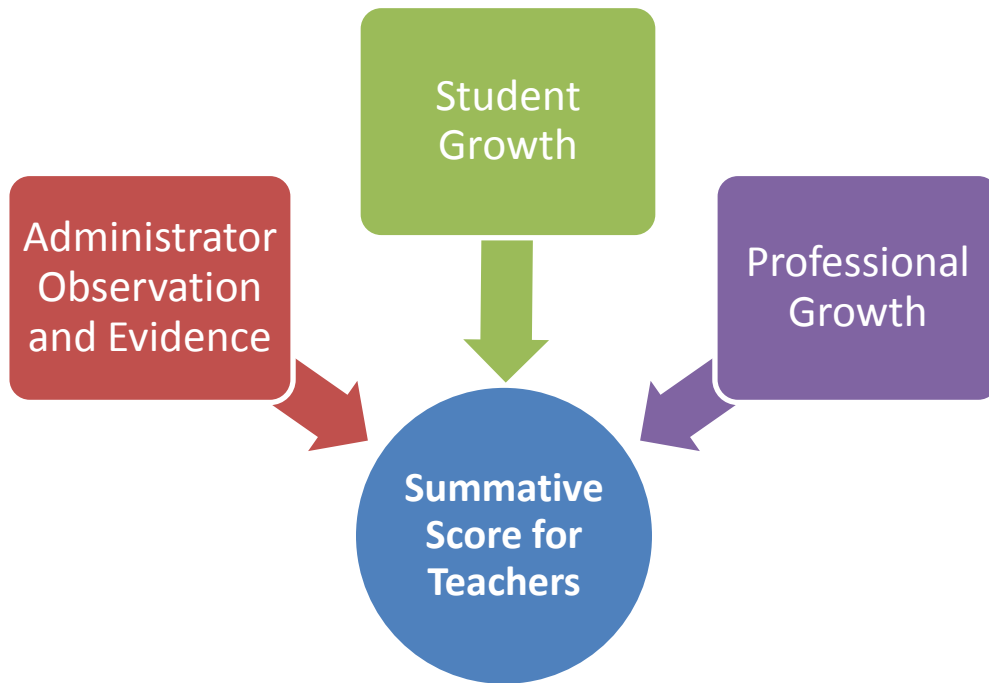


# Anacortes School District

## Teacher Multiple Measures of Effectiveness



### Administrator Observation and Evidence

- Formal classroom observations
- Walkthrough observations
- Evidence/artifacts provided by teacher and/or principal
- Conversations between principal and teacher

### Student Growth

- Data conferences
- Rigorous growth goals aligned to priority standards
- Two points in time
- Agreed upon measuring tools

### Professional Growth

- Teacher's Cycle of Inquiry
- Informal student and parent/peer perception data
- Formal student perception data - Tripod
- Self reflection on the rubric
- Teacher's reflection on past evaluations