Expanded ADEPT Overview
2015-2016

ADEPT Evaluation Categories

Induction

- 1st year teacher
- Assigned a mentor
- Formative feedback

SAFE-T

- 2nd year teacher, new to SC or public schools, or needs formal evaluation
- 2-3 evaluators
- Formal evaluation

Goals-Based (GBE)

- Teacher with professional certificate
- Professional growth & development
- Formal evaluation in renewal year

Other Evaluation Categories

PACE, ABCTE & CATE
- Induction for two years
- SAFE-T in the third year

International
- Induction for one or two years
- SAFE-T every year after
- If teacher obtains SC Professional Certification, then move to GBE

Out-of-State & Private School
- If Initial certificate, do Induction then SAFE-T
- If Professional certificate, at least a semester of SAFE-T

Administrators
- School Leader – evaluated by School Board
- Others – evaluated according to charter or PADEPP for certificate advancement

Montessori, Cyber, Guidance, Media Specialists & Speech-Language Therapists
- Each have own evaluation instrument or additional requirements

Hiring/Placement Decisions
- Check certification status and ADEPT history on the SCDE website
- Educator Licensure > View Licensure Status > View ADEPT History
- Only need last name and certificate number to check

Expanded ADEPT
- Student growth measures used for ALL evaluation categories
- **ALL teachers will write student learning objectives (SLOs)**
- Teachers in grades 4-8 ELA & Math will ALSO use EVAAS growth measures

SLOs (Student Learning Objectives)
- Training, guidebook, template, examples, and FAQ available on the SCDE website
- http://ed.sc.gov/slo

SLO Rating Scale *(Applies to ALL teachers):*
- 4 = 90-100% of students met or exceeded their growth goal
- 3 = 70-89% of students met or exceeded their growth goal
- 2 = 40-69% of students met or exceeded their growth goal
- 1 = Fewer than 40% of students met or exceeded their growth goal

EVAAS (Education Value Added Assessment System)
- Provides school and teacher reports for grades 4-8 (all subjects) and HS EOCEP Assessments
- Based on individual student growth from year to year
- Assigns each teacher an "effectiveness level" 1-5
- https://scva.sas.com

Value-Added Measures (VAM) Modifier *(Applies to teachers in grades 4-8 ELA & Math):*
- +1 = Students are achieving exceptional progress (teacher effectiveness level 5)
- 0 = Students are achieving near-average progress (teacher effectiveness level 2-4)
- −1 = Students are achieving significantly below average progress (teacher effectiveness level 1)

Overall Rating Matrix (Induction & GBE)

South Carolina Teacher Evaluation Summative Rating Decision Matrix		Student Growth			
		Unsatisfactory (1)	Needs Improvement (2)	Proficient (3)	Exemplary (4+)
Professional Practice	Unsatisfactory	Unsatisfactory	Needs Improvement	Needs Improvement	Needs Improvement
	Needs Improvement	Unsatisfactory	Needs Improvement	Proficient	Proficient
	Proficient	Needs Improvement	Needs Improvement	Proficient	Proficient
	Exemplary	Needs Improvement	Proficient	Proficient	Exemplary

MET = Proficient or Exemplary   **NOT MET** = Unsatisfactory or Needs Improvement

Overall Rating Matrix (SAFE-T)

Domain	APSs	Key Elements	Rating	
1. Planning	APS 1, 2 & 3	11	Met ≥ 10	Not Met ≤ 9
2. Instruction	APS 4, 5, 6, & 7	12	Met ≥ 11	Not Met ≤ 10
3. Environment	APS 8 & 9	6	Met ≥ 5	Not Met ≤ 4
4. Professionalism	APS 10	5	Met ≥ 4	Not Met ≤ 3
5. Student Growth	APS 11	SLO = 4 pts VAM Modifier ±1	Exemplary ≥ 4 Proficient = 3	Needs Improvement = 2 Unsatisfactory ≤ 1

Overall Final Judgment
Exemplary = ≥ 33 points, meet all domains, and score ≥ 4 on domain 5
Proficient = ≥ 32 points and meet all domains
Needs Improvement = ≥ 31 points and meet at least 4 domains
Unsatisfactory = fail to meet 2 or more domains

MET = Proficient or Exemplary   **NOT MET** = Unsatisfactory or Needs Improvement

Evaluation Timeline

Date	Person Responsible	Task
August	School Leader	Determine evaluation level for each teacher
August	School ADEPT Coordinator	Assign mentors and evaluators
August	School ADEPT Coordinator	Hold orientation for Induction teachers
August	School ADEPT Coordinator	Hold orientation for SAFE-T teachers
September	School ADEPT Coordinator	Train ALL teachers and evaluators on Expanded ADEPT/SLOs
September	All Teachers	Write SLOs
September	Induction & SAFE-T Teachers	Submit long-range plans
September	Mentors/Evaluators	Conduct beginning-of-year conferences
September - November	Mentors/Evaluators	Conduct classroom observations
November	Induction & SAFE-T Teachers	Submit 1st cycle documentation
December	Mentors/Evaluators	Conduct middle-of-year conferences
January - March	Mentors/Evaluators	Conduct classroom observations
January	Induction & SAFE-T Teachers	Submit revised long-range plans and/or unit work sample, if required
March	Induction & SAFE-T Teachers	Submit 2nd cycle documentation
April	Mentors/Evaluators	Conduct end-of-year conferences
By April 29	**School ADEPT Coordinator**	**Submit all ratings to the District ADEPT Coordinator**
May	Teachers in tested grades/subjects	Conduct roster verification in EVAAS
September	School ADEPT Coordinator	Submit revised ratings based on VAM modifier (if needed)

Reporting Requirements – Due April 29, 2016

Induction
- Induction Reporting Form – one per teacher
- Includes rating for professional practice, rating for student growth, and overall rating
- Signed by mentor, administrator, and Induction teacher

SAFE-T
- SAFE-T Evaluation Summary (ET3) – one per teacher
- Includes rating and rational for all 11 APSs, including student growth
- Signed by teacher and all evaluators

GBE
- GBE Reporting Form (Excel) – one per school
- Listing of all teachers with rating for professional practice, student growth, and overall
- Verification signed by school leader or ADEPT coordinator