Canyons Teacher Effectiveness Support System
CAREER EDUCATORS

Canyons School District's Board of Education recognizes and appreciates the efforts of Canyons District's educators in fulfilling the District mission that all students will graduate college- and career-ready and is committed to providing on-going support to promote educator professional growth.

GROWTH CYCLE	REMEDIATION PROCESS	MULTI-TIERED SUPPORTS
Career Educators, educators who have successfully completed provisional status, are evaluated yearly as required by Utah State law, using the Canyons Teacher Effectiveness Support System (CTESS). CTESS consists of observations (IPOPs), educator portfolio, student growth, and stakeholder feedback. CTESS, for Career Educators, has four ratings: Highly Effective, Effective, Minimally Effective, and Not Effective. All Canyons educators are expected to be rated as Effective or Highly Effective. Career Educators rated as Not Effective or Minimally Effective will be placed on a Plan of Assistance, which cannot exceed 120 school days. See CTESS Multi-Tiered Supports Process. A Career Educator may be placed on Phase 3 at anytime, for reasons including, but not limited to: concerns identified through observations, feedback, and student performance, etc.	The Board authorizes the District Administration to develop and implement an evaluation process that is reasonable, fair and valid, and is reliable in measuring educator effectiveness and is compliant with state statutes and regulations, and Canyons School District policy while measuring implementation of the Utah Effective Teaching Standards and the Canyons Academic Framework.	CTESS purposes include developing and supporting effective and highly effective educators; developing a collaborative professional culture to facilitate student learning; and recognizing and promoting the use of evidence-based instructional priorities, standards-based teaching and reporting, and professional behaviors.

Phase 1	Phase 2	Phase 3	Phase 3	Tiers 1, 2, and 3
☐ Self-Assessment and Goal Setting	☐ Self-Assessment and Goal Setting	☐ Self-Assessment and Goal Setting	**Cycle 1** Instructional Quality Rating	**Tier 1 - Supports Examples**

Phase 1
☐ Self-Assessment and Goal Setting

IPOPs - One formal

Summative Overall Rating (P3 or Y3 rating)
☐ Student Growth

Phase 2
☐ Self-Assessment and Goal Setting

IPOPs - One formal

Summative Overall Rating (P3 or Y3 rating)
☐ Student Growth

Phase 3
☐ Self-Assessment and Goal Setting

Cycle 1
Instructional Quality Rating (IQR)
IPOPs - Two formal
Meeting Participation Checklist*
Ethical Conduct Checklist*
Educator Portfolio^
☐ Lesson Planning Evidence
☐ IPLC Notes/Products
☐ School-Wide Initiative or Culminating Project
☐ Feedback Rubric
☐ Student DOK Assignment or Cognitive Rigor Rubric
☐ Scaffolding Strategies
☐ PD Educator Statement
☐ Goal Progress/Attainment
☐ Professional Development

Summative Overall Rating (SOR)
Instructional Quality Rating (IQR)
☐ Student Growth
☐ Stakeholder Feedback

REMEDIATION PROCESS — Phase 3

Cycle 1
Instructional Quality Rating
  IF RATING IS: Effective or Highly Effective
    THEN: Advanced to CTESS Phase 1

  IF RATING IS: Not Effective or Minimally Effective
    THEN: The following will take place :
- Tier 2 Supports
- Plan of Assistance (Not to exceed 120 school days)
- Notified that Employment is in Question

    THEN: Proceed to Remediation 1

Remediation 1: Repeat Cycle 1
Instructional Quality Rating 2
  IF RATING IS: Effective or Highly Effective
    THEN: Remediation Completed
- Advanced to CTESS Phase 1

  IF RATING IS: Not Effective or Minimally Effective
    THEN: The following will take place:
- Tier 3 Supports
- Plan of Assistance continued
- Notified of Probation

    THEN: Proceed to Remediation 2

Remediation 2: Repeat Cycle 1
Formal IPOPs (Completed by team of three)
- Principal
- Human Resources representative
- Educator selected administrator

Instructional Quality Rating 3
  IF RATING IS: Effective or Highly Effective
    THEN: Remediation Completed
- Advanced to CTESS Phase 1
- Removed from Probation
- Career Status Reinstated

  IF RATING IS: Not Effective or Minimally Effective
    THEN: The following will take place:
- Termination of Employment

MULTI-TIERED SUPPORTS — Tiers 1, 2, and 3

Tier 1 - Supports Examples
- CTESS Orientation
- CTESS Refresher Classes
- CTESS Online Resources
- School Administrators
- Achievement Coaches
- District Specialists
- Professional Development (HYPE)

Tier 2 - Supports Examples
- Informal IPOPs
- School Administrators
- Achievement Coaches
- District Specialists
- Master Teacher Observations
- Targeted Professional Development
- canyonsdistrict.org/ctess
- teachingchannel.org
- uen.org/core
- isdcanyons.weebly.com/curriculum-maps.html

Tier 3 - Supports Examples
- Informal IPOPs
- School Administrators
- Achievement Coaches
- District Specialists
- Master Teacher Observations
- Targeted Professional Development
- canyonsdistrict.org/ctess
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Black Text - Administrator Responsibility   Blue Text - Educator Responsibility for Effective Rating

* Completed again if deficiencies were identified in previous cycle.   ^Items identified as not meeting the Effective criteria on a standard are resubmitted as part of a remediation cycle.   Revised 2016.07.29