

Richland County School District One

Evaluation Support Matrix 2022-2023

SCTS 4.0	Letter Of Agreement (LOA) <152 Days Teacher	Induction 1	Induction 2 and 3	Annual 1 (Summative)	Annual 2 Diagnostic Assistance
SCDE ADEPT Evaluation Level:	Informal-Formative; <i>may report to SCDE</i>	Informal-Formative	Informal-Formative	Formal-Summative <small>“Met” is a Professional Certificate or Continuing Contract qualifier</small>	Informal-Formative
Number of SCTS 4.0 Trained Evaluators:	1 – Principal or school- based administrator	1 – Principal or school- based administrator	1 – Principal and additional observer	2 – Principal and additional observer* <small>*content specialist required May utilize peer-evaluator</small>	2 – Principal and additional observer
Orientation:	Site-Based <small>SCLead sign “ADEPT Orientation NOT Required” SCLead Signature - Educator</small>	District Led Orientation and Site-Based <small>SCLead Signature - Educator</small>	Site-Based Orientation <small>SCLead Signature - Educator</small>	District Led Orientation and Site-Based <small>SCLead Signature - Educator</small>	Site-Based Orientation <small>SCLead Signature - Educator</small>
Number of SCTS 4.0 Observations:	At least 1 Walkthrough <small>SCLead Observation Signatures - Educator & Evaluator</small>	At least 2: Fall: At least one Spring: At least one <small>SCLead Observation Signatures - Educator & Evaluator</small>	At least 4: Fall: At least one by each team member Spring: At least one by each team member <small>SCLead Observation Signatures - Educator & Evaluator</small>	At least 4: Fall: At least one by each team member Spring: At least one by each team member <small>SCLead Observation Signatures - Educator & Evaluator</small>	At least 4: Fall: At least one by each team member Spring: At least one by each team member <small>SCLead Observation Signatures - Educator & Evaluator</small>
Consensus or Averaging?	Neither* <small>*Full SCTS 4.0 Indicators Suggested</small>	<u>Averaging</u> Process (1 observer)	<u>Averaging</u> Process (2 observers)	<u>Consensus</u> Process (2 observers – team) <small>SCLead Consensus Signatures - Educator & All Evaluators</small>	<u>Consensus</u> Process (2 observers – team) <small>SCLead Consensus Signatures - Educator & All Evaluators</small>
Pre-Observation Conference:	Recommended for all observations	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)
Post-Observation Conference:	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations
Professional Growth Development Plan:	Not Required	Not Initially Required. Required with a below Proficient Domain	Yes Required	Not Initially Required. Required with a below Proficient Domain	Yes Required
Mentor:	No; use “Buddy Teacher”	SC Trained Mentor	SC Trained Mentor	No	SC Trained Mentor
SLO: <small>* SLO Skip may apply</small>	No	Yes* <small>Multiple SCLead SLO Signatures - Educator & Evaluator</small>	Yes* <small>Multiple SCLead SLO Signatures - Educator & Evaluator</small>	Yes* <small>Multiple SCLead SLO Signatures - Educator & Evaluator</small>	Yes* <small>Multiple SCLead SLO Signatures - Educator & Evaluator</small>
Personnel Filing:	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle



RICHLAND ONE
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SCTS 4.0 Continued	Annual 2 and 3 Summative	Annual 2, 3, and 4 (Goals-Based Evaluations)	Continuing/Retiree (Goals-Based Evaluations)	Continuing Formative	Continuing Summative
SCDE ADEPT Evaluation Level:	Formal-Summative "Met" is a Professional Certificate or Continuing Contract qualifier	Informal Goals-Based Evaluation	Informal Goals-Based Evaluation	Informal-Formative; <i>conducted at least once every 5 years</i>	Formal-Summative; <i>prior written notification required</i>
Number of SCTS 4.0 Trained Evaluators:	3 – Principal and two* additional observers** **content specialist required (less observers on HRS approval) May utilize peer-evaluator	1 – Principal or school-based administrator	1 – Principal or school-based administrator	1 – Principal or school-based administrator [additional semester observations require second observer]	3 – Principal and two additional observers* *content specialist required
Orientation:	District Led Orientation and Site-Based <i>SCLead Signature - Educator</i>	Site-Based Orientation <i>SCLead Signature - Educator</i>	Site-Based Orientation <i>SCLead Signature - Educator</i>	Site-Based Orientation <i>SCLead Signature - Educator</i>	District Led Orientation and Site-Based <i>SCLead Signature - Educator</i>
Number of SCTS 4.0 Observations:	At least 6 (or 4 see above) Fall: At least one by each team member Spring: At least one by each team member <i>SCLead Observation Signatures - Educator & Evaluator</i>	<u>Not Required</u> SCTS 4.0 Walkthroughs Only <i>SCLead Observation Signatures - Educator & Evaluator</i>	<u>Not Required</u> SCTS 4.0 Walkthroughs Only <i>SCLead Observation Signatures - Educator & Evaluator</i>	At least 1: Fall: At least one Spring: At least one, if necessary <i>SCLead Observation Signatures - Educator & Evaluator</i> [additional semester observations require second observer]	At least 6: Fall: At least one by each team member Spring: At least one by each team member <i>SCLead Observation Signatures - Educator & Evaluator</i>
Consensus or Averaging?	<u>Consensus Process</u> (2 or 3 observers – team) <i>SCLead Consensus Signatures - Educator & All Evaluators</i>	Neither* <i>*Walkthroughs do not score on evaluation</i>	Neither* <i>*Walkthroughs do not score on evaluation</i>	<u>Averaging Process</u> (1 observer) [additional semester observations require second observer]	<u>Consensus Process</u> (3 observers – team) <i>SCLead Consensus Signatures - Educator & All Evaluators</i>
Pre-Observation Conference:	Yes- Fall (announced) No- Spring (unannounced)	Recommended with SCTS 4.0 Walkthrough	Recommended with SCTS 4.0 Walkthrough	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)
Post-Observation Conference:	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations
Professional Growth Development Plan:	Not Initially Required. Required with a below Proficient Domain	Not Required	Not Required	Required with a below Proficient Domain	Required with a below Proficient Domain
Mentor:	No	No	No	No	No
SLO: * SLO Skip may apply	Yes* <i>Multiple SCLead SLO Signatures - Educator & Evaluator</i>	Yes* <i>Multiple SCLead SLO Signatures - Educator & Evaluator</i>	Yes* <i>Multiple SCLead SLO Signatures - Educator & Evaluator</i>	Yes* <i>Multiple SCLead SLO Signatures - Educator & Evaluator</i>	Yes* <i>Multiple SCLead SLO Signatures - Educator & Evaluator</i>
Personnel Filing:	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle

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Special Areas	Induction 1, 2, or 3, Annual 2 Diagnostic Assistance, Continuing Formative Informal Evaluation – Formative	Annual 1 (Summative), Annual 2/3 Summative, Continuing-Summative Formal Evaluation – Summative	Annual 2, 3 or 4, or Continuing/Retiree <i>*Less Than 152 LOA – Informal - Formative</i> Informal Evaluation – Goals-Based
<p>School Counselors* <i>Special Area Evaluation for School Counselors.</i> NEW SCDE 2020 Evaluation</p> <p><i>*All School Guidance Counselors use new 2020 Standards</i></p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: I1, I2, I3, and CF – administrator* <i>*I1, I2, and I3 – plus mentor (CF is no-mentor)</i> A2DA – admin & peer (consensus) – plus mentor</p> <p>Orientation: I1-District led & Site-based, I2, I3, A2DA, CF-site-based</p> <p>Process: SGG, Counselor Plan, & Calendar Observations-Announced (prelim), Observations-Announced (final), Scoring Conference required Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: A1 – administrator & peer A2S, A3S, CS – administrator, peer, and 3rd evaluator</p> <p>Orientation: District led & Site-based</p> <p>Process: <u>Consensus with Evaluation Conferences</u> SGG, Counselor Plan, & Calendar Observations-Announced (prelim), Observations-Announced (final), Scoring-Consensus Conference required Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>SGG (Student Growth Goal)</p> <p>Orientation: Site-Based SCLead Signature – Educator</p> <p>Observations: optional Walkthroughs: - <u>Announced</u> & Does NOT Score in evaluation</p> <p>Standards: new 2020 standards</p> <p>Personnel Filing: End of Spring-Cycle</p>
<p>School Librarians* <i>Special Area Evaluation for School Librarians.</i> NEW SCDE 2020 Evaluation</p> <p><i>*All School Librarians use new 2020 Standards</i></p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: I1, I2, I3, and CF – administrator* <i>*I1, I2, and I3 – plus mentor (CF is no-mentor)</i> A2DA – admin & peer (consensus) – plus mentor</p> <p>Orientation: I1-District led & Site-based, I2, I3, A2DA, CF-site-based</p> <p>Process: School Library Plan, Observations-Announced (prelim), Observations-Unannounced (final), Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: A1 – administrator & peer A2S, A3S, CS – administrator, peer, and 3rd evaluator</p> <p>Orientation: District led & Site-based</p> <p>Process: <u>Consensus with Evaluation Conferences</u> School Library Plan, Observations-Announced (prelim), Observations-Unannounced (final), Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>GBE-goal</p> <p>Orientation: Site-Based SCLead Signature – Educator</p> <p>Observations: optional Walkthroughs: - Does NOT Score in evaluation</p> <p>Standards: new 2020 standards</p> <p>Personnel Filing: End of Spring-Cycle</p>
<p>Speech-Language Professionals* <i>Special Area Evaluation for Speech-Language Professionals.</i> NEW SCDE 2020 Evaluation</p> <p><i>*All Speech-Language Professionals use new 2020 Standards</i></p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: I1, I2, I3, and CF – administrator* <i>*I1, I2, and I3 – plus mentor (CF is no-mentor)</i> A2DA – admin & peer (consensus) – plus mentor</p> <p>Orientation: I1-District led & Site-based, I2, I3, A2DA, CF-site-based</p> <p>Process: IEP Records review IEP & Therapy Observations-Announced (prelim) IEP & Therapy Observations-Unannounced (final) Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>Evaluators: A1 – administrator & peer A2S, A3S, CS – administrator, peer, and 3rd evaluator</p> <p>Orientation: District led & Site-based</p> <p>Process: <u>Consensus with Evaluation Conferences</u> IEP Records review IEP & Therapy Observations-Announced (prelim) IEP & Therapy Observations-Unannounced (final) Professionalism (administrator scored)</p> <p>Personnel Filing: End of Spring-Cycle</p>	<p>SCLead Year-Long Educator & Evaluator actions</p> <p>GBE-goal</p> <p>Orientation: Site-Based SCLead Signature – Educator</p> <p>Observations: optional Walkthroughs: - Does NOT Score in evaluation</p> <p>Standards: new 2020 standards</p> <p>Personnel Filing: End of Spring-Cycle</p>