

# Canyons Teacher Effectiveness Support System

## PROVISIONAL 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			REMIEDIATION PROCESS	MULTI-TIERED SUPPORTS
Licensed employees entering or returning to Canyons School District are placed on provisional status for a period of three (3) years and, as required by Utah State law, evaluated twice each year using the Canyons Teacher Effectiveness Support System (CTESS). CTESS consists of observations (IPOPs), educator portfolio, student growth, and stakeholder feedback. CTESS, for Provisional Educators, has four ratings: Highly Effective, Effective, Emerging Effective, and Not Effective. All Canyons educators are expected to be rated as Effective or Highly Effective; however, Emerging Effective is considered satisfactory for Provisional Educators. Provisional Educators should be rated Effective or Highly Effective by the end of Year 3. See CTESS Multi-Tiered Supports Process.			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.	
Year 1			Year 1, 2, and 3	
<div style="text-align: center; background-color: #d9ead3; padding: 2px;"><b>Year 1</b></div> <p style="text-align: center; color: green;">Self-Assessment and Goal Setting</p> <p style="text-align: center; color: green;">Cycle 1</p> <p><b>Mid-Year Rating</b></p> <p>IPOPs - Two formal Canyons Teacher Support Academy</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Effective Instruction (IPOP)</li> <li><input type="checkbox"/> Lesson Planning &amp; DOK</li> <li><input type="checkbox"/> Data Analysis &amp; IPLC</li> <li><input type="checkbox"/> Dashboard &amp; Portfolio</li> </ul>	<div style="text-align: center; background-color: #d9ead3; padding: 2px;"><b>Year 2</b></div> <p style="text-align: center; color: green;">Self-Assessment and Goal Setting</p> <p style="text-align: center; color: green;">Cycle 1</p> <p><b>Instructional Quality Rating (IQR)</b></p> <p>IPOPs - Two formal Meeting Participation Checklist Ethical Conduct Checklist Educator Portfolio</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Lesson Planning Evidence</li> <li><input type="checkbox"/> IPLC Notes/Products</li> <li><input type="checkbox"/> School-Wide Initiative or Culminating Project</li> <li><input type="checkbox"/> Feedback Rubric</li> <li><input type="checkbox"/> Student DOK Assignment or Cognitive Rigor Rubric</li> <li><input type="checkbox"/> Scaffolding Strategies</li> <li><input type="checkbox"/> PD Educator Statement</li> <li><input type="checkbox"/> Goal Progress/Attainment</li> <li><input type="checkbox"/> Professional Development</li> </ul>	<div style="text-align: center; background-color: #d9ead3; padding: 2px;"><b>Year 3</b></div> <p style="text-align: center; color: green;">Self-Assessment and Goal Setting</p> <p style="text-align: center; color: green;">Cycle 1</p> <p><b>Instructional Quality Rating (IQR)</b></p> <p>IPOPs - Two formal Meeting Participation Checklist Ethical Conduct Checklist Educator Portfolio</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Lesson Planning Evidence</li> <li><input type="checkbox"/> IPLC Notes/Products</li> <li><input type="checkbox"/> School-Wide Initiative or Culminating Project</li> <li><input type="checkbox"/> Feedback Rubric</li> <li><input type="checkbox"/> Student DOK Assignment or Cognitive Rigor Rubric</li> <li><input type="checkbox"/> Scaffolding Strategies</li> <li><input type="checkbox"/> PD Educator Statement</li> <li><input type="checkbox"/> Goal Progress/Attainment</li> <li><input type="checkbox"/> Professional Development</li> </ul>	<div style="text-align: center; background-color: #d9ead3; padding: 2px;"><b>Year 1, 2, and 3</b></div> <p><b>Cycle 1</b></p> <p>Instructional Quality Rating</p> <p style="color: green;"><b>IF RATING IS: Emerging Effective, Effective or Highly Eff.</b></p> <p style="color: green;"><b>THEN:</b> Advanced to next CTESS Cycle</p> <p style="color: green;"><b>IF RATING IS: Not Effective</b></p> <p style="color: green;"><b>THEN:</b> The following will take place:</p> <ul style="list-style-type: none"> <li>• Tier 2 Supports</li> <li>• Memo of Concern with Identified Assistance</li> <li>• Notified that Employment is in Question</li> </ul> <p style="color: red;"><b>THEN:</b> Proceed to <b>Remediation</b></p> <p style="color: red;"><b>Remediation: Complete or Repeat Cycle</b></p> <p>Instructional Quality Rating 2</p> <p style="color: green;"><b>IF RATING IS: Emerging Effective, Effective or Highly Eff.</b></p> <p style="color: green;"><b>THEN:</b> Remediation Completed</p> <ul style="list-style-type: none"> <li>• Advanced to next CTESS Cycle</li> </ul> <p style="color: green;"><b>IF RATING IS: Not Effective</b></p> <p style="color: green;"><b>THEN:</b> The following will take place:</p> <ul style="list-style-type: none"> <li>• Notified that Employment is in Question</li> </ul>	
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Black Text - Administrator Responsibility    Green Text - Educator Responsibility for Effective Rating