



# 3-YEAR CYCLE RATING DETERMINATION GUIDANCE

The purpose of the professional evaluation process in District 207 is to positively impact student learning through ongoing support for the professional growth of each individual staff member.

## DOMAIN RATING

Use the criteria below to determine EACH DOMAIN rating for Domains 1, 2, 3, and 4.

| DISTINGUISHED   | ACCOMPLISHED   | NEEDS IMPROVEMENT  | UNSATISFACTORY  |
|---|--|--|---|
| No components in the domain are rated Needs Improvement or Unsatisfactory | Exactly one component in the domain is rated Needs Improvement | <ul style="list-style-type: none"> <li>Two or more components in the domain are rated Needs Improvement</li> </ul> <p style="text-align: center;">—OR—</p> <ul style="list-style-type: none"> <li>One component in the domain is rated Unsatisfactory</li> </ul> | Two or more components in the domain are rated Unsatisfactory |

## OVERALL RATING

Use the criteria below to determine the OVERALL rating. **ALL criteria in the box must be true.**

| DISTINGUISHED  | ACCOMPLISHED  | NEEDS IMPROVEMENT*   | UNSATISFACTORY                           |
|--|---|--|--|
| <ul style="list-style-type: none"> <li>All domains are rated Distinguished</li> </ul> <p style="text-align: center;">—AND—</p> | <ul style="list-style-type: none"> <li>One or more domains rated Accomplished</li> </ul> <p style="text-align: center;">—AND—</p> <ul style="list-style-type: none"> <li>No more than one domain rated NI</li> </ul> <p style="text-align: center;">—AND—</p> <ul style="list-style-type: none"> <li>No domains rated Unsatisfactory</li> </ul> | <ul style="list-style-type: none"> <li>Two or more domains rated NI</li> </ul> <p style="text-align: center;">—AND—</p> <ul style="list-style-type: none"> <li>No more than one domain rated Unsatisfactory</li> </ul> | Two or more domains rated Unsatisfactory |

*\*A staff member rated NI will enter into a PDP. If the staff member is successful in remediating the NI, the staff member will complete an additional one-year cycle in the first year of their new A or D summative rating. [Click here for more information.](#)*

## **Supporting the Educator:**

In the event that a teacher receives a Needs Improvement overall summative rating, you will work with your evaluator to develop your Professional Development Plan within 30 days of receiving this rating. This plan will include evidence of progress and/or achievement of goals, as well as the supports that the district will provide to address the performance areas needing improvement. During the following year, a minimum year of three observations will be required, two of which are formal observations. If you have corrected your performance areas and received an overall summative rating of Accomplished or Distinguished, you will be returned to the regular evaluation cycle.

If a teacher receives two Needs Improvement ratings consecutively, they automatically receive an overall rating of Unsatisfactory based on School Code section 24A-16.5.

In the event that a teacher receives an Unsatisfactory overall summative rating, your evaluator will develop your remediation plan within 30 days of receiving this rating. This plan will include evidence of progress and/or achievement of goals, as well as the supports that the district will provide to address the performance areas needing improvement. A consulting teacher with at least five years of experience, familiarity with assignment, and an Distinguished overall summative rating on their last evaluation, will be assigned to you. The remediation period will last 90 school days with a midpoint and final overall summative evaluation. If overall summative rating is Accomplished or Distinguished, you are returned to the regular evaluation cycle. If at the conclusion of the remediation period, you have not corrected the performance deficiencies, you will be subject to dismissal.

This form must be printed out and signed by the teacher and evaluator and turned in to the building administration by the March deadline established by the district.