

## Effectiveness Rating

At the end-of-the-year conference, the evaluator will provide the teacher with their summative Professional Practice/Growth & Responsibilities rating (PPGR). The samples on page 17 & 18 show how the PPGR rating is calculated, and the following ranges will be used to determine level of effectiveness.

### Scoring Key for RIIC Effectiveness Ratings:

HE= Highly Effective	(3.5 - 4.0)
E= Effective	(2.5 - 3.49)
D= Developing	(1.5 - 2.49)
I= Ineffective	(1.49 or less)

The PPGR rating will be combined with the Student Learning Rating (SLR) to determine the overall Effectiveness rating. The SLR is a combination of the Student Learning Objectives (SLO) Attainment Score and, where appropriate) the Student Growth Score. All RI districts, including Innovation districts, must use RIDE's formula for determining the SLR. Once the SLR has been determined and shared with the teacher, the SLR and the PPGR will be plotted into the RIDE Matrix below to determine the Final Effectiveness Rating:

## Final Effectiveness Rating Matrix

(Based on RIDE's Matrix)

		Student Learning Rating SLO's + Growth Score (where applicable)			
		4	3	2	1
Professional Practice/Growth & Responsibilities Rating	4 Highly Effective	HE	E	D	D
	3 Effective	HE	E	D	D
	2 Developing	E	E	D	
	1 Ineffective	D	D		

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# Appendix 1: Student Learning Lookup Tables

Table 1: SLO/SOO Scoring Lookup Table for 2 SLOs/SOOs

SLO/SOO 1	SLO/SOO 2	Final
Exceeded	Exceeded	Exceptional Attainment
Exceeded	Met	Full Attainment
Exceeded	Nearly Met	Full Attainment
Met	Met	Full Attainment
Met	Nearly Met	Full Attainment
Exceeded	Not Met	Partial Attainment
Met	Not Met	Partial Attainment
Nearly Met	Nearly Met	Partial Attainment
Nearly Met	Not Met	Minimal Attainment
Not Met	Not Met	Minimal Attainment

Table 2: SLO/SOO Scoring Lookup Table for 3 SLOs/SOOs

SLO/SOO 1	SLO/SOO 2	SLO/SOO 3	Final
Exceeded	Exceeded	Exceeded	Exceptional Attainment
Exceeded	Exceeded	Met	Exceptional Attainment
Exceeded	Exceeded	Nearly Met	Full Attainment
Exceeded	Exceeded	Not Met	Partial Attainment
Exceeded	Met	Met	Full Attainment
Exceeded	Met	Nearly Met	Full Attainment
Exceeded	Met	Not Met	Partial Attainment
Exceeded	Nearly Met	Nearly Met	Partial Attainment
Exceeded	Nearly Met	Not Met	Partial Attainment
Exceeded	Not Met	Not Met	Minimal Attainment
Met	Met	Met	Full Attainment
Met	Met	Nearly Met	Full Attainment
Met	Met	Not Met	Partial Attainment
Met	Nearly Met	Nearly Met	Partial Attainment
Met	Nearly Met	Not Met	Partial Attainment
Met	Not Met	Not Met	Minimal Attainment
Nearly Met	Nearly Met	Nearly Met	Partial Attainment
Nearly Met	Nearly Met	Not Met	Partial Attainment
Nearly Met	Not Met	Not Met	Minimal Attainment
Not Met	Not Met	Not Met	Minimal Attainment