

# Understanding Your Average Evaluation Score

An **evaluation rating** is given annually, it is the *average* of your current evaluation score and your previous year's evaluation score.

Follow the steps outlined below to understand how your evaluation rating is calculated:

TEI Scorecard 2018-19

Category A

2019-20 Effectiveness Level

Proficient I

Average Evaluation Score and 2018-19 Evaluation Rating

③

74 – Proficient I

Category A Evaluation Ratings

Unsatisfactory	Progressing I	Progressing II	Proficient I	Proficient II	Proficient III	Exemplary
0 - 42	43 - 54	55 - 66	67 - 80	81 - 88	89 - 96	97 - 120

2017-18 Category A Evaluation Score: 68

①

2018-19 Category A Evaluation Score: 80

②

*\*Cut points for demonstration only*

Step  
1

## Locate Your **Prior Year** Evaluation Score

An evaluation score is the sum of all the points earned from applicable TEI evaluation components including teacher performance, student achievement, and student experience. An evaluation score from the previous school year is located on your scorecard next to *2017-18 Category A Evaluation Score*.

## Locate Your **Current Year** Evaluation Score

The evaluation score from the current school year is located on your scorecard labeled *2018-19 Evaluation Score*.

Step  
2

Step  
3

## Average the two Evaluation Scores

Once both of the evaluation scores are located the two numbers are then averaged. The average evaluation score is translated to an evaluation rating using the target distribution to ensure equity. In this way, all teachers, regardless of category, have the same opportunity of success. This ensures that there are roughly an equal percentage of Proficient II teachers in Category A compared to Category B (or C or D).

## Additional Notes

- **Consecutive Years:** The two most recent evaluation scores are used in the average evaluation score (2017-18 & 2018-19).
- **Category Change:** Rule of evaluation averages only applies if you are in the same category for two consecutive years.
- **Prior Year Data:** If an evaluation score is not available from the prior year or from a different category, the average evaluation score is equivalent to the current year's evaluation score.