

THE LEVELS OF PERFORMANCE ARE –

- The distinct designations used within the evaluation system to describe the quality of an educator’s professional practice within a West Virginia school.
- The four Levels of Performance used in the Educator Evaluation System are:
 - » Distinguished
 - » Accomplished
 - » Emerging
 - » Unsatisfactory

How are the four Levels of Performance defined for a Classroom Teacher?

- Distinguished teacher performance describes professional teaching that engages students to be highly responsible for their own learning. Performing at this level involves contributing to the professional learning of others through teacher leadership.
- Accomplished teacher performance describes professional teaching that exhibits mastery of the work of teaching while improving practice and serving the professional community.
- Emerging teacher performance represents teaching that demonstrates knowledge and skills to implement essential elements, albeit not always successfully at times.
- Unsatisfactory teacher performance describes teaching that does not convey sufficient understanding of concepts or the successful implementation of essential elements.

How are the four Levels of Performance defined for a School Leader?

- Distinguished school leader performance encompasses practices that are consistently exceptional.
- Accomplished school leader performance encompasses practices that consistently meet basic competency expectations.
- Emerging school leader performance encompasses practices that do not consistently meet basic competency expectations, but demonstrate adequate growth toward meeting standards during the evaluation process.

- Unsatisfactory school leader performance encompasses practices that are consistently inadequate and/or unacceptable.

How are the four Levels of Performance defined for a School Counselor?

- Distinguished counselor performance leads to continuous improvement of the school counseling program and have a systematic approach to collaboration and communication.
- Accomplished counselor performance indicates mastery within an element of the West Virginia Counselor Evaluation Standards and Elements. This level of performance is expected for most experienced counselors.
- Emerging counselor performance describes counselors who may be new to the field or experienced counselors who are weak in a particular area and need to set improvement goals to move to a more accomplished level of performance.
- Unsatisfactory counselor performance describes counselors with unacceptable job performance within specific standard elements and may be doing hard to students.

How is a Level of Performance determined for an educator?

- Rubrics specific to the roles/duties of Classroom Teacher, School Leader, or School Counselor are used to guide the determination of specific performance levels. Evaluators select a performance level from the rubric that best describes current, actual educator practice – not a future expectation – for a particular standard element. Performance level ratings may fluctuate from year to year due to a variety of circumstances, such as changes in content or grade level.