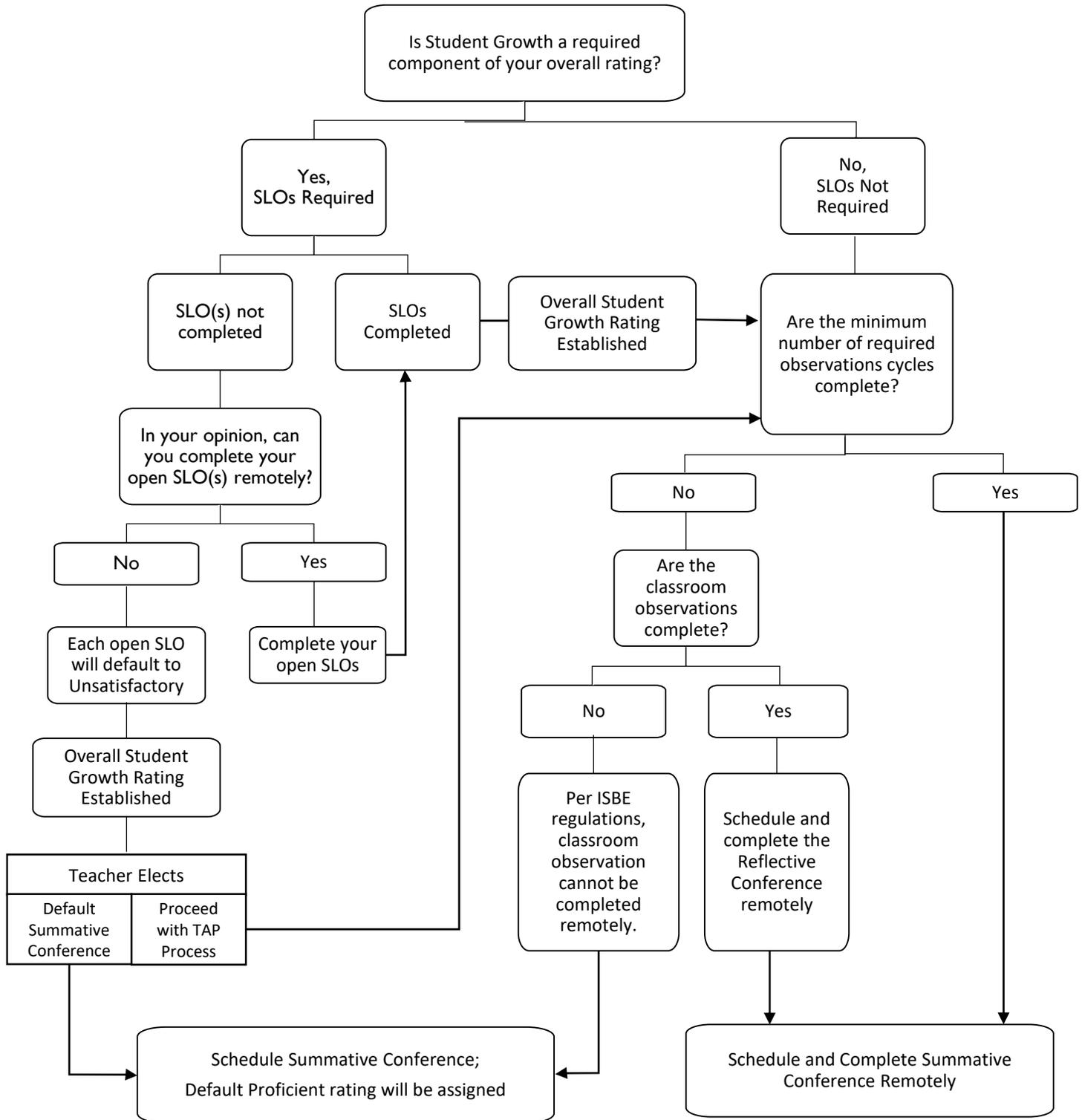


For teachers required to have a summative rating determined this year but have not yet had their summative conference the following flowchart will be followed to complete the 2019-2020 academic year. All relevant deadlines and timelines remain in place.



TAP Document: *Relevant Language*

Establishing Overall Student Growth Summative Rating

The Overall Student Growth Summative Rating will be obtained by “averaging” the two Individual student growth ratings established within the teacher’s appraisal cycle. Each individual student growth rating shall carry equal weight.

In the case where the individual student growth ratings are one level of proficiency apart, the higher of the two will be the resulting “average”. If the individual student growth ratings are two levels of proficiency apart, the level that resides between the two shall be the resulting “average”. If the individual student growth ratings are three levels of proficiency apart, then the resulting “average” will be the higher of the two ratings bracketing the “average”.

		OVERALL STUDENT GROWTH SUMMATIVE RATING			
		Individual SLO Summative Rating I			
		Unsatisfactory	Needs Improvement	Proficient	Excellent
Individual SLO Summative Rating II	Unsatisfactory	Unsatisfactory	Needs Improvement	Needs Improvement	Proficient
	Needs Improvement	Needs Improvement	Needs Improvement	Proficient	Proficient
	Proficient	Needs Improvement	Proficient	Proficient	Excellent
	Excellent	Proficient	Proficient	Excellent	Excellent

Overall Student Growth Summative Rating

Overall ISBE Summative Rating

The Overall ISBE Summative Rating used to establish a teacher’s statutory grouping will be determined by combining the Overall Student Growth Summative Rating with the TAP ISBE Professional Practice Summative Rating, as applicable.

The Overall Student Growth Summative Rating shall account for 30% of the Overall ISBE Summative Rating with the TAP ISBE Professional Practice Summative Rating accounting for 70% of the Overall ISBE Summative Rating. The following table summarizes the possible outcomes.

		Included Teachers			
		TAP ISBE Professional Practice			
		U	NI	P	E
Overall Student Growth	U	U	NI	NI	P
	NI	U	NI	P	P
	P	NI	NI	P	E
	E	NI	P	P	E

U: Unsatisfactory NI: Needs Improvement P: Proficient E: Excellent