

Mooresville Graded School District
North Carolina Educator Effectiveness System
Frequently Asked Questions

If I am a “Long-Term Substitute Teacher”, will I be evaluated as a regular teacher?

If you serve in the same teaching role consistently for more than 50% of the school year, you will be evaluated by school administration using the NCEES teacher evaluation tool.

How many formal observations will I receive in one school year?

Teachers who are within their first four years of teaching or in their license renewal year will receive three (3) formal observations by a school administrator (Principal or Assistant Principal). Those **teachers within their first four years of teaching** will also receive one (1) Peer Observation from a teacher who has more than four years of teaching experience in addition to the three formal observations by school administrators.

Teachers who have been teaching more than four years and are not in their license renewal year will receive two (2) formal observations using the **abbreviated evaluation** tool conducted by school administration.

How long does one formal observation last?

One formal observation should last 45 minutes and no less than 20 minutes.

What is an Abbreviated Evaluation?

Teachers who have taught more than four years and who are not in their license renewal year may be evaluated using the Abbreviated Evaluation tool. This means that the teacher will only be rated in Standards One, Four, and Six. The teacher can request that a “full” evaluation be conducted instead of the abbreviated version. The school administrator has the option to conduct a “full” observation at his/her discretion.

As a teacher, how is my performance evaluated?

After all observations have been completed, teacher performance will be noted as follows:

Developing: Teacher demonstrated adequate growth toward achieving standard(s) during the period of performance, but did not demonstrate competence on standard(s) of performance.

Proficient: Teacher demonstrated basic competence on standard(s) of performance.

Accomplished: Teacher exceeded basic competence on standard(s) of performance most of the time.

Distinguished: Teacher consistently and significantly exceeded basic competence on standard(s) of performance.

Not Demonstrated: Teacher did not demonstrate competence on or adequate growth toward achieving standard(s) of performance. *(Note: If the “Not Demonstrated” rating is used, the Principal/Evaluator must comment about why it was used.)*