



Teachers and school administrators at Crescent Academy undergo regular evaluation and are formally evaluated at least annually. Multiple direct observations of classroom and professional practices help create a system of evaluation that is rigorous, transparent, and fair and rate faculty as highly effective, effective, minimally effective, or ineffective. At Crescent Academy the most significant portion of a teacher's or school administrator's evaluation is based on student growth and assessment data. Relevant data using research based measures are used to determine student growth and are then shared with staff member.

Along with student achievement, staff are evaluated on professional standards which include: significant, relevant accomplishments, contributions and special training, attendance and disciplinary records, timeliness and adherence to a professional code of dress. Instructional practices are evaluated including differentiating, lesson planning, technology, maximizing instructional time, and knowledge of subject matter and the ability to impart that knowledge. Staff are held accountable for communications and rapport with students, parents, staff and other stakeholders. Finally, management of the classroom and the ability to withstand the strain of teaching is evaluated.

All information gained through teacher and school administrator performance evaluations are used to inform staff professional development for the succeeding year. The evaluation process is ultimately used to determine the effectiveness of staff, ensuring that they are given ample opportunities for improvement. The school improvement team uses certain aspects of the data collected through evaluations to develop the school improvement plan for the following year. These individual evaluations are factored into retention, promotion, and termination decisions and are used as a tool for individual professional development across the faculty.