pivot
Powered by **Five-Star Technology Solutions**

Staff Evaluations

The quality of a school's educators directly impacts student achievement. Teachers are the first and foremost resource for providing quality instruction and leadership. Growing and developing an effective staff begins with a smart system for managing and maximizing professional learning opportunities. The Pivot Staff Evaluations module provides leaders at all levels of the PK-12 education system with a powerful tool to (a) collect, code, rate, and reflect on evidence, (b) communicate securely, (c) set goals for improvement, (d) track professional development, and (e) monitor progress toward student learning objectives.

Customized Evaluation Rubrics

Communicating performance expectations is critical to establishing a professional learning culture and maximizing educators' effectiveness. You can develop customized evaluation rubrics for any staff group including, but not limited to, central office staff, building administrators, certified teachers, special education teachers or related-service providers, and non-certified staff.

Student Learning Objectives (SLOs)

Student data powers conversations about kids and keeps measurable learning at the forefront. The SLO feature assists teachers and administrators in developing standards-based learning objectives for students. Additionally, district and building leaders can review and manage teacher- and administrator-developed SLOs.

Reports (Trends)

Ongoing feedback is critical to improving professional practice. The reporting features available through the Evaluations module provide evaluators with trend data per domain competency drilled down to the individual teacher, which facilitates the planning of targeted professional development opportunities.

Competencies	Indicators	Total	Number	Percent/Graph	
1.1 Utilize Assessment Data to Plan Show Staff Names	Highly Effective	184	108	59%	
	Effective	184	74	40%	
	Improvement Necessary	184	2	1%	
	Ineffective	184	0	0%	
	Overall Average Score:				3.58
1.2 Set Ambitious and Measurable Achievement Goals Show Staff Names	Highly Effective	177	76	43%	
	Effective	177	98	55%	
	Improvement Necessary	177	3	2%	
	Ineffective	177	0	0%	
	Overall Average Score:				3.41

Progress Dashboard

Having all your evaluation work in one spot helps maximize your efficiency and provide timely and effective feedback to your staff. The dashboard helps you keep track of all your observations, evaluations, and summative evaluations in one location.

Professional Growth Planning

Reflection on professional practice allows staff members to monitor their own improvement by tracking their progress and identifying opportunities for further development. Teachers and administrators can develop professional growth plans aligned with specific evaluation rubric domain competencies.

Professional Development

Evaluators can assign teachers or administrators specific professional learning opportunities from a pre-built and/or custom catalog of professional learning books, courses, or videos (titles only) aligned with evaluation rubric domain competencies.

Customized Weights for Groups

Each staff group can be assigned differentiated evaluation components and corresponding weights, making it easy to calculate summative evaluations.

Document Uploads

There is more to the professional practice of a teacher and administrator than a few 30+ minute formal observations. Teachers and evaluators have the ability to upload documents, artifacts, and videos aligned with professional practice competencies, providing evaluators with a better overall picture of a teacher's or administrator's job performance.

"The purpose of supervision should be the enhancement of teachers' pedagogical skills, with the ultimate goal of enhancing student achievement."

– EXCERPT FROM "EFFECTIVE SUPERVISION" BY ROBERT J. MARZANO, TONY FRONTIER AND DAVID LIVINGSTON

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