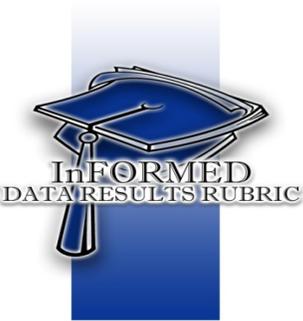


## STAGES Evaluation Process

The Supportive Tool for Assessing Growth in Educational Systems (STAGES)- is a comprehensive on-line tool for evaluating, reporting, and developing high quality educational systems, developed by Saginaw Valley State University in cooperation with Bay Arenac ISD and supported by Zimco, Inc., this revolutionary program is a rubric-based system for teacher evaluations.



STAGES allows for information to be gathered, stored, and retrieved in purposeful ways which fuel decisions regarding tenure awards, professional development, and school improvement. The rubric is generally broken into four domains which may include Planning, Instruction, Educational Environment, Professional Duties or to name some examples. The rubric has four levels of proficiency to comply with the Michigan Department of Education levels: Ineffective, Minimally Effective, Effective or Highly Effective. Within each Domain are elements such as: Knowledge, Goals, Assessments, Lessons, Responsibility, Expectations, Communication and Leadership.



The **InFORMED** Data Results Rubric is the online tool designed to allow for the inclusion of student growth data and student achievement data in an educator's evaluation. This part of the evaluation process or the Fifth Domain includes local, state, and national assessments in all educator evaluations. Developed in 2010 by a team at Oscoda Area Schools in order to comply with the New School Reform Law (MCL.380.1249) regarding job performance evaluation, Oscoda was determined to provide a solution that was fair, equitable and provided the direction they were looking for.