**Section 50.230 Performance Evaluation Rating**

Any joint committee that cannot agree on the way in which the professional practice rating and student growth rating will be used to determine the performance evaluation rating shall meet the applicable requirements of this Section.

a) For a performance evaluation plan in which student growth comprises 50 percent of the performance evaluation rating:

1) "Unsatisfactory" Performance Evaluation Rating

A teacher shall be assigned a performance evaluation rating of "unsatisfactory" when both his or her professional practice rating and student growth rating are "unsatisfactory".

2) "Needs Improvement" Performance Evaluation Rating

A teacher shall be assigned a performance evaluation rating of "needs improvement" when his or her:

A) professional practice rating is "proficient" or "needs improvement" and student growth rating is "unsatisfactory";

B) professional practice rating and student growth ratings are "needs improvement";

C) professional practice rating is "unsatisfactory" and student growth rating is "needs improvement"; or

D) professional practice rating is "unsatisfactory" and student growth rating is "proficient".

3) "Proficient" Performance Evaluation Rating

A teacher shall be assigned a performance evaluation rating of "proficient" when his or her:

A) professional practice rating is "excellent" and the student growth rating is "unsatisfactory";

B) professional practice rating is "excellent" and student growth rating is "needs improvement";

C) professional practice rating is "proficient" and student growth rating is "needs improvement";

D) professional practice and student growth ratings are "proficient";

E) professional practice rating is "needs improvement" and student growth rating is "proficient";

F) professional practice rating is "needs improvement" and student growth rating is "excellent"; or

G) professional practice rating is "unsatisfactory" and student growth rating is "excellent".

4) "Excellent" Performance Evaluation Rating

A teacher shall be assigned a performance evaluation rating of "excellent" when his or her:

A) professional practice rating is "excellent" and student growth rating is "proficient";

B) professional practice rating and student growth ratings are "excellent"; or

C) professional practice rating is "proficient" and student growth rating is "excellent".

b) For performance evaluation plans in which student growth comprises a portion of the performance evaluation rating other than 50 percent, the performance evaluation rating assigned shall be calculated as set forth in this subsection (b).

1) Each performance evaluation rating set forth under Sections 24A-5(e) of the School Code shall be assigned a numeric value of 1 for "unsatisfactory", 2 for "needs improvement", 3 for "proficient" and 4 for "excellent".

2) The numeric value assigned to the student growth rating, as determined under subsection (b)(1), shall be multiplied by the percentage of the performance evaluation rating that comprises student growth, and the numeric value assigned to the professional practice rating, as determined under subsection (b)(1), shall be multiplied by the percentage of the performance evaluation rating that comprises professional practice.

3) The products determined under subsection (b)(2) shall be added together, and the sum rounded to the nearest whole number (i.e., performance evaluation ratings lower than 2.5 would be rounded to 2 and performance evaluation ratings of 2.5 or higher would be rounded to 3).

4) The result from subsection (b)(4) shall correspond to the performance evaluation rating with that numeric value, as set forth in subsection (b)(1).

(Source: Added at 38 Ill. Reg. 23175, effective November 19, 2014)