



# Teacher Evaluation & Teacher Retention

Imagine Learning believes that its teaching staff is essential to ensure student success.

Our unique academic support model establishes teaching teams consisting of a Lead Teacher, Course Instructor, and Success Coach. Course Instructors are evaluated on an ongoing basis through quarterly and annual performance reviews. The evaluation process includes the use of a rubric based on the following categories:

- Student Learning and Performance Outcomes – 30%
- Grading – 25%
- Student Motivation and Success (via instructional and problem-solving sessions) – 25%
- Consistent End of Course Processes -10%
- Teamwork and Professional Development – 10% elective courses at the middle and high school levels. Teachers typically have a 5 class period load. The ratios below are based on the full load totals for all five class periods.

Between 2015 and 2020 the company experienced 88% growth with the following data for teacher retention and evaluations:

- **2015-2016:** 106 teachers and supervisors with 19 resignations/terminations; 82% retention rate; 93% satisfactory evaluations
- **2016-2017:** 136 teachers and supervisors with 39 resignations/terminations; 71% retention rate; 89% satisfactory evaluations
- **2017-2018:** 199 teachers and supervisors with 22 resignations and terminations; 89% retention rate; 98% satisfactory evaluations
- **2018-2019:** 213 teachers and supervisors with 23 resignations and terminations; 89% retention rate; 99% satisfactory evaluations
- **2019-2020:** 434 teachers and supervisors with 44 resignations and terminations; 90% retention rate; 99% satisfactory evaluations

Of the 434 employees in the instructional services division during the 2019-2020 school year, 69 were Florida state certified teachers. This group accounted for two of the resignations/terminations for a retention rate of 97% of the Florida state certified teachers in 2019-2020.