



The Clara B Ford Academy (CBF) mission is to engage our students in a safe, innovative learning environment within Southeast Michigan that will enable them to function as contributing adults. As a caring learning community, CBF is built on a foundation of values: safety of all, mutual respect, integrity, effective leadership, and innovation.

To assist in actualizing our mission, ALL faculty members at Clara B. Ford Academy are provided regular feedback for their continuous improvement, well as being 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. Faculty is rated as highly effective, effective, minimally effective, or ineffective.

At CBF, the most significant portion of the evaluation is based on student growth and assessment data. Relevant data, using research-based measures, are regularly shared with staff. The staff spends significant time assessing the data to determine student growth, and to identify areas of weakness which provides them valuable information on how to modify their instruction to increase student success. When instructional practices are evaluated, knowledge of subject matter, ability to impart that knowledge to students, integration of differentiated instruction strategies, use of technology, and the maximization instructional time are closely examined.

Additionally, staff are evaluated on their ability to create a positive and safe school climate, to communicate effectively with all stakeholders (e.g., students, parents/guardians, community members, authorizers), and to adhere to professional standards (e.g., professionalism, attendance, timeliness of reports).

All information gained through these performance evaluations will be used to inform professional learning opportunities. The evaluation process is ultimately used to determine the effectiveness of staff, ensuring that they are given ample opportunities for improvement. Individual evaluations will be factored into retention, promotion, and termination decisions. Certain aspects of the data collected through these evaluations will be used by the School Improvement Team to develop meaningful, relevant and intentional School Improvement Plan for the following year.