

The Cycle

A snapshot showing how the Evaluation Cycle will look & work for non-tenured and tenured certified staff

SEGMENT 1 to ORIENTATION	<ul style="list-style-type: none"> • Orientation with Danielson and year one implementation for certified staff within the first 15 school days • Informal observations, feedback and professional development opportunities • Planning Conference prior to formal observation • Assessment based learning goals set for students
SEGMENT 2 AFTER ORIENTATION to WINTER BREAK	<ul style="list-style-type: none"> • Formal Observation • Mid-Cycle Conference with evaluator to confirm progress • Informal observations with feedback and professional development opportunities
SEGMENT 3 AFTER WINTER BREAK & BEFORE 60 CALENDAR DAYS BEFORE END OF SCHOOL TERM	<ul style="list-style-type: none"> • Informal Observations • Formal Observations • At least 60 calendar days before the end of the school term, a Summative Evaluation Rating <ul style="list-style-type: none"> • Status <p>Staff members who have a rating of "Proficient" or "Exemplary" at the beginning of the fourth year may be eligible for tenure with other criteria met.</p>



YEAR 1	<ul style="list-style-type: none"> • Written Notification by the first student school day • Orientation for all staff within the first 15 school days • Planning Conference prior to formal observation • Informal Observation (at least one) • Formal Observation (at the request of the certified staff member or administrator) • Year one section of Danielson implemented • Assessment based learning goals set for students
YEAR 2	<ul style="list-style-type: none"> • Written Notification by the first student school day • Orientation for all staff within the first 15 school days • Planning Conference prior to formal observation • Informal Observation (at least one) • Formal Observation (at the request of the certified staff member or administrator) • Year two section of Danielson implemented • Assessment based learning goals set for students • At least 45 calendar days before the end of the school year, a Summative Evaluation Rating is given to the Certified Staff Member to determine Next Steps <ul style="list-style-type: none"> • Overall Rating of Proficient or Exemplary follows continuation of the district's evaluation schedule • Overall Rating of Needs Improvement Professional Development Plan • Overall Rating of Unsatisfactory Remediation Plan



WITHIN 30 DAYS of RECEIVING "NEEDS IMPROVEMENT" RATING	<ul style="list-style-type: none"> • Review of the Tenured Staff Professional Evaluation Plan. Components that include 1) Professional Practice Performance Rating, Definition 2) Operating Principles of the Summative Rating 3) Framework • Develop Professional Development Plan with the Member to address components cited as needing improvement
SEGMENT 1	<ul style="list-style-type: none"> • Written Notification by the first student school day • Orientation for all staff within the first 15 school days • PDP Review Meeting within the first 20 school days • Informal Observation (as determined by the Evaluator) • Formal Observation (at least one)
SEGMENT 2	<ul style="list-style-type: none"> • Mid-Cycle Conference to discuss progress towards PDP with a formal evaluation rating • Informal Observations (as determined by the Evaluator) • Formal Observations (at least one) • At least 45 calendar days before the end of the school year, a Summative Evaluation is conducted and reviewed with the Certified Staff Member to determine Next Steps <ul style="list-style-type: none"> • Overall Rating of Proficient or Exemplary ▶ Reinstatement to the district's evaluation schedule • Second Overall Rating of Needs Improvement becomes Unsatisfactory ▶ Remediation Plan

EVALUATION CYCLE for TENURED with NEEDS IMPROVEMENT RATING

Informal walk-throughs be conducted (formal observations as needed).