FLOW CHART FOR EALUATING INSTRUCTIONAL STAFF

PROBATI	ONARY STAFF
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Professional Growth & Improvement 1st, 2nd, 3rd Year Teachers

<u>Introduction</u>

Orientation to Evaluation System

Review of Position & Standards by September 15

Formative Sequence

Pre-observation Conference

Formal Observations by December 1 and March 15

Post Observation Conferences

On-going Informal Observations Implementation of Growth Plan/Goal

Summative Evaluation by April 15

Determine Growth Plan or Placement at Level I, II, or III

Professional Growth
Staff Demonstrating Performance
Meeting District Standards

LEVEL I

Introduction

Orientation to Evaluation System

Review of Position and Standards by April 15

Clinical Supervision Cycle

Pre-observation Conference

Formal Observations by March 1-A Minimum of One, Others Scheduled if Needed (Up to three)

On-going Informal Observations

Summative Evaluation/Conf. by May 1

Professional Growth Plan/Goal Agreed Upon by Staff Member and Evaluator or Placement on Level II with Professional Growth Plan

TENURED STAFF

LEVEL II

LEVEL III

Meet District Standards

Tenured Staff Who Do Not

Level III Conference by April 15

Resignation by Staff Member or

Notification of Intent to Dismiss

Placement of Tenured Staff Who Need Improvement

Introduction

Orientation to Evaluation System

Review of Position and Standards by April 15

Formative Cycle

Pre-observation Conference

Formal Observations and

Post Observation Conferences (2) by December 1 and March 15

Others if scheduled

On-going Informal Observations

Summative Evaluation/Conf. by April 1

Follow-up Placement on Level I or Continue on Level II or Recommend

Placement on Level III