Educator Evaluation: Annual Cycle
Struggling Educators and Educators without Professional Teacher Status

- **Self Assessment**
  - September
  - Step 1: Educators self-assess and propose goals.

- **Goal Setting and Plan Development**
  - Sept - Oct
  - Step 2: Evaluator and educator finalize goals and Educator Plan.

- **Implementation of the Plan**
  - Oct - May
  - Step 3: Educators implement the Plan; Educator and Evaluator gather evidence; Evaluator provides regular feedback.

- **Formative Assessment**
  - Jan - Feb
  - Step 4: Evaluator assesses Educator progress and provides feedback; mid-cycle or on-going.

- **Summative Evaluation**
  - May - June
  - Step 5: Evaluator determines ratings for each Standard and overall Summative Performance Rating.

**Student Learning**
- Educator analyzes data related to past and current students; Proposes at least one student learning goal. Team goals must be considered.

**Goals**
- Educator proposes; Evaluator approves.

**Educator Plan**
- Educator Plan outlines key actions and benchmarks the educator must take to attain goals, with alignment to educator evaluation Standards and Indicators as well as school and/or district goals.

**3 Types of Evidence**
1. Products of Practice
   - Artifacts of practice
   - Multiple, brief observations + feedback (at least one of which must be unannounced)
2. Staff & Student Feedback
3. Multiple Measures of Student Learning

**Performance on Each Standard**
- Evaluator assesses performance using rubrics, supported by evidence.

**Progress on Goals**
- Evaluator assesses progress based on actions and benchmarks.

**Summative Performance Rating**
- Exemplary
- Proficient
- Needs Improvement
- Unsatisfactory
Educator Evaluation: 2-Year Cycle
Proficient and Exemplary Educators with Professional Teacher Status

**Self Assessment**
September, Yr 1

**Goal Setting and Plan Development**
Sept – Oct, Yr 1
Step 1: Educators self-assess and propose goals

**Implementation of the Plan**
Oct, Yr 1 – May, Yr 2
Step 2: Evaluator and educator finalize goals and Educator Plan

**Formative Evaluation**
May-June, Year 1
Step 3: Educators implement the Plan; Educator and Evaluator gather evidence; Evaluator provides regular feedback

**Summative Evaluation**
May – June, Year 2
Step 4: Evaluator assesses Educator progress and provides feedback; mid-cycle or on-going

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**Student Learning**
Educator analyzes data related to past and current students; Proposes at least one student learning goal. Team goals must be considered.

**Goals**
Educator proposes; Evaluator approves.

**Educator Plan**
Educator Plan outlines key actions and benchmarks the educator must take to attain goals, with alignment to educator evaluation Standards and Indicators as well as school and/or district goals.

**3 Types of Evidence**
1. Products of Practice
   - Artifacts of practice
   - Multiple, brief observations + feedback (at least one of which must be unannounced)
2. Staff & Student Feedback
3. Multiple Measures of Student Learning

**Progress on Goals**
Evaluator assesses progress on each goal based on actions and benchmarks.

**Performance on Each Standard**
Evaluator rates educator on each Performance Standard.

**Formative Evaluation Rating**
Defaults to prior Summative Perf. Rating unless "significant change."

**Summative Performance Rating**
- Exemplary
- Proficient
- Needs Improvement
- Unsatisfactory

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February 2013