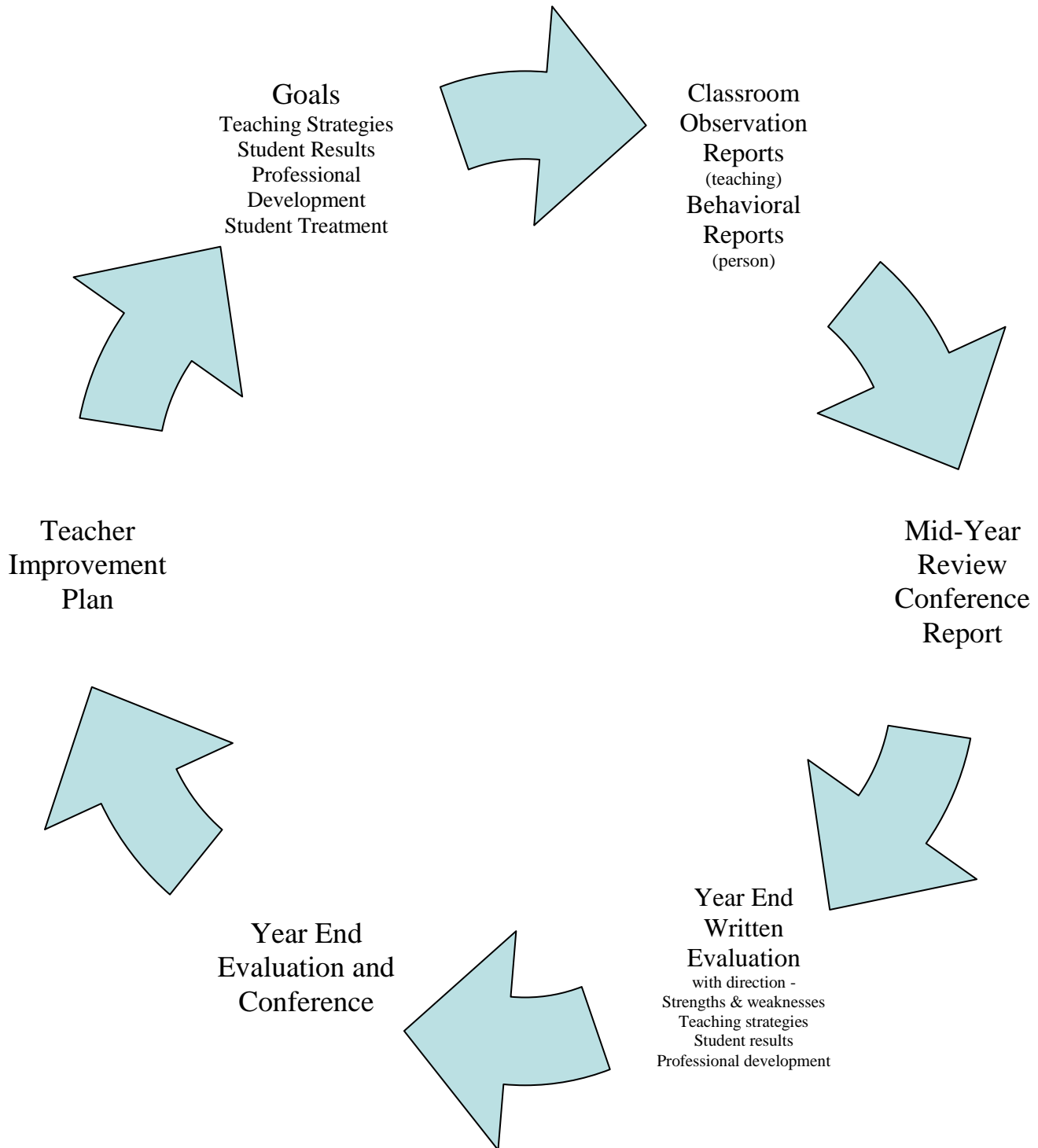
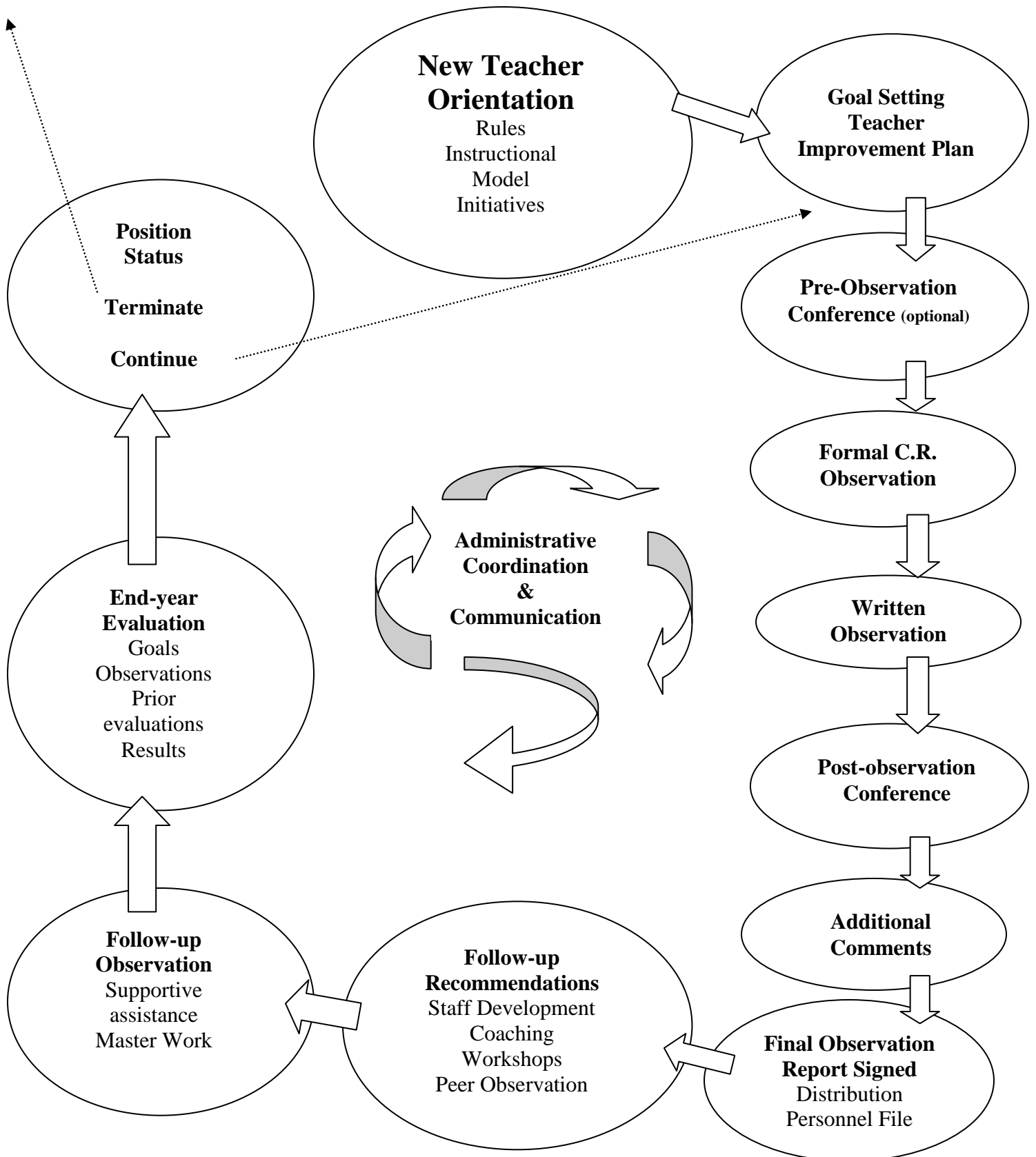


# Teacher Evaluation Cycle



# Teacher Performance Evaluation Model



# Timeline for Teacher Evaluation Process

Finalist Interview	Teacher observation/evaluation process In-service programs Expectations What we are about	Spring/Summer
New Hire	Observation/Evaluation materials Instructional model District Initiatives Staff Development	August/September
Probationary Teachers	Prior observations/evaluations Goal setting Teacher improvement plans Student results	September/October
Probationary Teachers	Classroom observations Supportive opportunities Suggestions for improvement	September - June
Probationary Teachers	Mid-year assessment – optional	January - February
Probationary Teachers	Administrative/Superintendent review of probationary status	February - March
Probationary Teachers	Continuation determined by superintendent	March
Probationary Teachers	Superintendent review and recommendations to board of education for termination/tenure	March
Probationary Teachers	Administration cumulative review with teacher	April
Probationary Teachers	End of year evaluation Board action: termination/tenure	May/June

# Annual Professional Performance Review of a Probationary Teacher

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Performance rating for the current year:      Satisfactory - Unsatisfactory

1. This teacher will be recommended for continuance of probation.
  2. This teacher will not be recommended for continuance unless there is significant improvement.
  3. This teacher will not be recommended for continuance.
- 

Tenure Only:

1. This teacher will be recommended for tenure.
  2. This teacher will not be recommended for tenure unless there is significant improvement.
  3. This teacher will not be recommended for tenure.
- 

## OBSERVATIONS/CONFERENCES

Date of Observation #1:  
Date of Observation #2:  
Date of Observation #3:

Teacher Improvement Plan developed (attach copy of TIP to this review)

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I have received and read this report.

\_\_\_\_\_  
Signature of Probationary Teacher

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Principal/Administrator responsible for review

\_\_\_\_\_  
Date

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature of Additional Supervisory Staff (if applicable)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Title