Evaluation Cycle At-A-Glance

Self-Assessment

• Educator submits summary of self-assessment

Goals & Action Plans

Self-Directed

• Educator implements action plan
• Educator and evaluator collect evidence through artifacts and observations

Directed

• Educator and evaluator may co-create goals

Improvement

• Evaluator sets goals based on prescriptions in previous evaluations

Plan Implementation

Formative Assessment*

• Midway through the cycle, evaluator prepares assessment and makes rating
• Evaluator and educator meet
• Rating determines next steps:
  - Higher Rating: Move to a less directed plan
  - Same Rating: Plan continues
  - Lower Rating: Move to a more directed plan

Summative Evaluation

• At the end of the cycle, evaluator prepares assessment and makes rating
• Evaluator and educator meet
• Rating determines next steps:
  - Exemplary or Proficient: Move to (or stay on) Self-Directed plan
  - Needs Improvement: Move to Directed plan (or Improvement if already on Directed plan)
  - Unsatisfactory: Move to Improvement plan (or termination if already on Improvement plan)

* Midway through a 2-year plan this step will be a Formative Evaluation
Improvement Plan Cycle
30 calendar days – 1 year

Self-Assessment
- Educator and evaluator meet within 10 days of assigning the plan
- Evaluator directs educator to submit summary of self-assessment within this time

Goals & Action Plans
- Evaluator sets goals based on prescriptions from previous evaluations

Plan Implementation
- Educator and evaluator collect evidence through artifacts and observations
- Observation requirements: 1 announced, 2 unannounced for plans < 6 months
  4 unannounced for plans between 6 months and a year

Formative Assessment
- Midway through the cycle, evaluator prepares assessment and makes rating
- Evaluator and educator meet
- Rating determines next steps:
  - Proficient or Exemplary: Move to a Self-Directed plan
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Plan continues

Summative Evaluation
- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Exemplary or Proficient: Move to a Self-Directed plan
  - Needs Improvement: Move to Directed plan
  - Unsatisfactory: Move to termination
Directed Growth Plan Cycle
Up to 1 year

Self-Assessment
- Educator and evaluator meet within 10 days of assigning the plan
- Evaluator directs educator to submit summary of self-assessment within this time

Goals & Action Plans
- Educator and evaluator may co-create goals, or the evaluator sets goals based on previous prescriptions

Plan Implementation
- Educator implements action plan
- Educator and evaluator collect evidence through artifacts and observations
- Evaluator completes at least two unannounced observations

Formative Assessment
- Midway through the cycle, evaluator prepares assessment and makes rating
- Evaluator and educator meet
- Rating determines next steps:
  - Proficient or Exemplary: Move to a Self-Directed plan
  - Needs Improvement: Plan continues
  - Unsatisfactory: May move to an Improvement plan or continue

Summative Evaluation
- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Exemplary or Proficient: Move to a Self-Directed plan
  - Needs Improvement: Move to an Improvement plan
  - Unsatisfactory: Move to an Improvement plan

Self-Directed Growth Plan Cycle
1 year

Self-Assessment
- By 10/1, educator submits summary of self-assessment

Goals & Action Plans
- By 10/1, educator proposes a student learning and a professional practice goal in EDFS
- By 11/1, evaluator completes educator plan by approving goals and action steps
  - Educator proposes goals
  -Evaluator requests revisions
  -Evaluator reviews goals

Plan Implementation
- Educator implements steps in action plan
- Educator and evaluator collect evidence through artifacts and observations
- Evaluator completes at least one unannounced observation by 11/15

Formative Assessment
- Midway through the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Proficient or Exemplary: Plan continues
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

Summative Evaluation
- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Exemplary or Proficient: Begin next Self-Directed plan
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan
- By 5/15, enter SE in EDFS
- By 6/1, meet with educators being rated N.I. or Unsat.
Self-Directed Growth Plan Cycle
2 years

Self-Assessment
- By 10/1, educator submits summary of self-assessment

Goals & Action Plans
- By 10/1, educator proposes a student learning and a professional practice goal in EDFS
- By 11/1, evaluator completes educator plan by approving goals and action steps

Plan Implementation
- Educator implements action plan
- Educator and evaluator collect evidence through artifacts and observations
- Evaluator completes at least one unannounced observation any time during the cycle

Formative Evaluation
- Midway through the cycle, evaluator prepares assessment and makes rating
- By 6/1 of the 1st year, evaluator enters FE in EDFS
- Rating determines next steps:
  - Proficient or Exemplary: Plan continues
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

Summative Evaluation
- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Exemplary or Proficient: Begin next Self-Directed plan
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

Educator proposes goals
Evaluator request revisions
Evaluator reviews goals

Educator proposes
Needs Improvement
Unsatisfactory

Proficient or Exemplary
Needs Improvement
Unsatisfactory

Exemplary or Proficient
Needs Improvement
Unsatisfactory

Begin next Self-Directed plan
Move to a Directed plan
Move to an Improvement plan

Move to a Directed plan
Move to an Improvement plan
Move to an Improvement plan

Educator proposes
Needs Improvement
Unsatisfactory

Exemplary or Proficient
Needs Improvement
Unsatisfactory

Begin next Self-Directed plan
Move to a Directed plan
Move to an Improvement plan

Move to a Directed plan
Move to an Improvement plan
Move to an Improvement plan

Educator proposes
Needs Improvement
Unsatisfactory

Exemplary or Proficient
Needs Improvement
Unsatisfactory

Begin next Self-Directed plan
Move to a Directed plan
Move to an Improvement plan

Move to a Directed plan
Move to an Improvement plan
Move to an Improvement plan

Evaluators proposes goals
Evaluator request revisions
Evaluator reviews goals

Proficient or Exemplary
Needs Improvement
Unsatisfactory

Exemplary or Proficient
Needs Improvement
Unsatisfactory

Begin next Self-Directed plan
Move to a Directed plan
Move to an Improvement plan

Move to a Directed plan
Move to an Improvement plan
Move to an Improvement plan

Educator proposes
Needs Improvement
Unsatisfactory

Exemplary or Proficient
Needs Improvement
Unsatisfactory

Begin next Self-Directed plan
Move to a Directed plan
Move to an Improvement plan

Move to a Directed plan
Move to an Improvement plan
Move to an Improvement plan
**Developing Educator Plan Cycle**

1 year

**Self-Assessment**
- By 10/1, educator submits summary of self-assessment

**Goals & Action Plans**
- By 10/1, evaluator meets with 1st year educators to assist with self-assessment and goal-setting
- By 10/1, educator proposes a student learning and a professional practice goal in EDFS
- By 11/1, evaluator completes educator plan by approving goals and action steps

**Plan Implementation**
- Educator and evaluator collect evidence through artifacts and observations
- Evaluator completes at least 1 announced and 4 unannounced observations in the 1st year and 1 announced and 3 unannounced in the 2nd/3rd years*
- By 11/15, evaluator must complete first observation

**Formative Assessment**
- Midway through the cycle, evaluator prepares assessment and makes rating
- Evaluator and educator meet
- Rating determines next steps:
  - Proficient or Exemplary: Plan continues
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

**Summative Evaluation**
- At the end of the cycle, evaluator prepares assessment and decides rating
- Rating determines next steps:
  - Exemplary or Proficient: Move to a Self-Directed plan
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan
- By 5/15, enter SE in EDFS
- By 6/1, meet with educators being rated N.I. or Unsat.

* Unannounced observation requirements apply to either years of practice or years at the school.