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 a 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 the 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 a 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 a 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