**Evaluation Cycle At-A-Glance**

**Self-Assessment**
- Educator submits summary of self-assessment

**Goals & Action Plans**
- Educator implements action plan
- Educator and evaluator collect evidence through artifacts and observations

**Plan Implementation**
- 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

**Formative Assessment***
- 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