



Teacher Development & Evaluation Model



Probationary Licensed Staff Evaluation Requirement

Probationary Licensed Staff	Required Evaluation Component	Documentation Required in TeachPoint	Domain/Design Area
Formal Evaluation (3)	Classroom Teachers: - Pre- & Post Observation/Planning Conference - Classroom observation and/or video observation Non-Classroom: An observation of and/or conversation about - Facilitation of a meeting by a teacher - Professional development activities - Teacher leadership - Professional learning community meetings or work - Other elements of practice defined in the Professional Standards for Teacher Practice with Pre/Obs/Confer as above - SPED staff—review of SPED records & due process procedures - Portfolio in lieu of one observation in year 3 only	Licensed Staff Master Plan for TDE—Probationary Pre Observation Planning #1, #2, #3 Post Observation Reflection #1, #2, #3 Admin Formal Observation #1, #2, #3 Completion Dates: OCTOBER DECEMBER MARCH	Classroom Strategies & Behaviors - Direct Instruction Lessons - Choose ONE other Design Area Planning & Preparation Collegiality & Professionalism
Series of Informal Classroom Observations <i>(Building Administrator Walkthroughs)</i>	A series of 1-3 classroom/work area observations that - May be announced or unannounced - Does not cover a full lesson (10-20 minutes) - Results in evidence collection and feedback in 1-2 areas of teacher practice and their impacts on student learning and engagement	Admin Classroom Walkthrough	Classroom Strategies & Behaviors Design Area 1-10
Year End Review	Review of Student Learning Data A review of student assessment results and/or student learning goal results and conversation about the impact of teacher practice and student engagement on student learning and achievement. See IGP for Reflections	Licensed Staff Year End Review in Master Plan Complete teacher comments and sign. Admin will add comments and sign.	Providing and Communicating Clear Learning Goals
	Review Student Engagement Data A review of student survey results (and other evidence of student engagement) and conversation about the impact of teacher practice and student learning on student engagement. - K - 1: Survey 2 - 5: mySAEBRS 6 - 12: HRS Element Surveys		Assessment Engagement
	Review of Professional Growth Follow up on evaluation feedback and reflection on non-observational evidence provided in folder		Reflecting on Teaching
	Reflection of Culturally Responsive Methodologies added SY25-26 Reflect on results of CRM survey focused on HRS Elements 31, 32, 39, 41		Engagement Reflection on Teaching
PLC Work	- Student achievement goals and resulting IGP work - Participation in PLC TWO peer reviews with ATPPS Peer Reviewer added SY26-27	Google Doc folders: IGP - Individual teacher data and evidence in folder	ALL

Continuing Contract—In Cycle Licensed Staff Evaluation Requirements

Continuing Contract Licensed Staff	Required Evaluation Component	Documentation Required in TeachPoint	Domain or Design Area
Formal Evaluation 1 every 3 years	Classroom Teachers: - Pre- & Post Observation/Planning Conference - Classroom observation and/or video observation Non-Classroom: An observation of and/or conversation about - Facilitation of a meeting by a teacher - Professional development activities - Teacher leadership - Professional learning community meetings or work - Other elements of practice defined in the Professional Standards for Teacher Practice with Pre/Obs/Confer as above - SPED staff—review of SPED records & due process procedures - Portfolio in lieu of one observation in year 3 only	Licensed Staff Master Plan for TDE—In-Cycle Pre Observation Planning Post Observation Reflection Admin Formal Observation Completion: Semester 1	Classroom Strategies & Behaviors - Direct Instruction Lessons - Choose ONE other Design Area Planning & Preparation Collegiality & Professionalism
Series of Informal Classroom Observations <i>(Building Administrator Walkthroughs)</i>	A series of 1-3 classroom/work area observations that - May be announced or unannounced - Does not cover a full lesson (10-20 minutes) - Result in evidence collection and feedback in 1-2 areas of teacher practice and their impacts on student learning and engagement	Admin Classroom Walkthrough	Classroom Strategies & Behaviors Design Area 1-10
Year End Review	Review of Student Learning Data A review of student assessment results and/or student learning goal results and conversation about the impact of teacher practice and student engagement on student learning and achievement. See IGP for Reflections	Licensed Staff Year End Review in Master Plan Complete teacher comments and sign. Admin will add comments and sign.	Providing and Communicating Clear Learning Goals
	Review Student Engagement Data A review of student survey results (and other evidence of student engagement) and conversation about the impact of teacher practice and student learning on student engagement. - K - 1: Survey 2 - 5: mySAEBRS 6 - 12: HRS Element Surveys		Assessment Engagement
	Review of Professional Growth Follow up on evaluation feedback and reflection on non-observational evidence provided in folder		Reflecting on Teaching
	Reflection of Culturally Responsive Methodologies <i>added SY25-26</i> Reflect on results of CRM survey focused on HRS Elements 31, 32, 39, 41		Engagement Reflection on Teaching
PLC Work**	- Student achievement goals and resulting IGP work - Participation in PLC - NO ATPPS Peer Reviews <i>changed from one to zero SY26-27</i>	Google Doc folders: IGP - Individual teacher data and evidence in folder	ALL

Continuing Contract—Not In Cycle Licensed Staff Evaluation Requirements

Continuing Contract Licensed Staff	Required Evaluation Component	Documentation Required in TeachPoint	Domain or Design Area
Not-In Cycle Years 1 & 2	For licensed staff who are not in year 3 of the professional review cycle.	Licensed Staff Master Plan for TDE—Not In Cycle	Classroom Strategies & Behaviors Planning & Preparation Collegiality & Professionalism
Series of Informal Classroom Observations (Building Administrator Walkthroughs)	A series of 1-3 classroom/work area observations that - May be announced or unannounced - Does not cover a full lesson (10-20 minutes) - Result in evidence collection and feedback in 1-2 areas of teacher practice and their impacts on student learning and engagement	Admin Classroom Walkthrough Licensed Staff - Reflect. - Signature indicates receipt.	Classroom Strategies & Behaviors Design Area 1-10
Year End Review	Review of Student Learning Data A review of student assessment results and/or student learning goal results and conversation about the impact of teacher practice and student engagement on student learning and achievement. See IGP for Reflections	Licensed Staff Year End Review in Master Plan Complete teacher comments and sign. Admin will add comments and sign.	Providing and Communicating Clear Learning Goals
	Review Student Engagement Data A review of student survey results (and other evidence of student engagement) and conversation about the impact of teacher practice and student learning on student engagement. - K - 1: Survey 2 - 5: mySAEBRS 6 - 12: HRS Element Surveys		Assessment
	Reflection of Culturally Responsive Methodologies added SY25-26 Reflect on results of CRM survey focused on HRS Elements 31, 32, 39, 41		Engagement
PLC Work**	- Student achievement goals and resulting IGP work - Participation in PLC - Targeted Support changed from two to one for years 10+ SY26-27 - Years 4 - 9: Two peer reviews with Peer Reviewer - Years 10+: One peer review with Peer Reviewer	Google Doc folders: IGP - Individual teacher data and evidence in folder	ALL