

Permanent Teacher Evaluation 2024-2025

Traditional Evaluation for On Cycle Tenured Teachers -

3 formal observation cycles (pre and post observations along with the observation itself with a summary evaluation form and meeting at year end)

Alternative Collaborative Evaluation-

1. Increased informal observations of teachers on cycle (at least one a month with meaningful feedback/celebration)
2. One formal observation cycle for teachers on cycle
3. Goals established in partnership with evaluator and teacher
 - a. The goal is meaningful goal setting that gets at a emerging or master teacher's unique professional growth
 - b. If an agreement cannot be made the teacher would have ultimate say on one goal and the evaluator on the other
4. Action plan to be established in partnership to address progress made toward goals
 - a. Actions might include observation of instruction, curriculum planning, team collaboration, participation in student support meetings or staff trainings etc.
 - b. Actions might include collaboration between the teacher and evaluator and or collaboration between the teacher and another master teacher
 - c. Actions will be delineated and will lead toward the ability for the partners to determine progress made toward the goals
5. End of year reflection/summary of progress made toward goals prepared by both parties

Non -tenured and first year tenured teachers will have three formal observation cycles with a summative evaluation (see above, Traditional Evaluation).

3rd year and probationary teachers – 1st pre-observation meeting by Oct. 15th

Tenured teachers – goal setting meeting by Oct. 15th