

# Arkansas Teacher Excellence Support System

## Timelines by Track

### Track 3: Intensive Support Status Timeline

Intensive track includes teachers who have received a rating of Unsatisfactory in any one entire domain of the framework or if the teacher has a rating of Unsatisfactory or Basic in the majority of components of a domain. The timeline reflected in this document applies to teachers who begin the school year in Intensive Support Status (Track 3). A teacher may be placed in this track at any time from Track 1 or Track 2A based on observations or teacher performance. A teacher may be moved from this track to Track 1 or Track 2A by the evaluator, based on whether goals and tasks of the Intensive Growth Plan are met.

TESS does not conflict, nor is it meant to replace the Arkansas Teacher Fair Dismissal Act (ATFDA). Evaluators should follow all aspects of ATFDA when considering termination or non-renewal.

#### Step 1: July - August

- New administrators attend ADE training.
- Evaluators successfully complete Teachscape modules and test.
- Districts/schools/co-ops provide professional development opportunities based on identified needs with more focused training on the components to enhance TESS understanding.

#### Step 2: September - April

- The IGP is developed by the teacher and evaluator (from the previous spring) based on data, observations, and artifacts. The IGP guides the evaluator's observations (informal) which are recommended to be conducted at least two (2) times each month. A meeting is conducted following each observation to provide specific and substantive feedback of teacher progress. Documentation of each meeting is maintained by the evaluator, and the IGP is adjusted based on teacher performance.
- Evaluators should conduct at least one (1) formal observation (announced) during the fall semester; however, it is also recommended that a formal observation be completed during the spring semester. Formal observations should include a pre-conference, observation (at least 75% of the class period or 45 minutes if block schedule), and post conference.

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### Track 3: Intensive Support Status Timeline – (continued)

#### Step 3: April

- Evaluator completes summative evaluation over all 22 components.
- At this time, one of the following actions will occur:
  - 1) If the teacher met the goals of the plan, the teacher is moved from the Intensive Support track to either Track 2A or Track 1 (if still a probationary teacher).
  - 2) If progress was made but goals were not met, the teacher may be recommended for two (2) additional semesters of intensive support (maximum of four semesters); if the teacher's time in Intensive Support Status is extended, the teacher should be notified in writing.
  - 3) If the teacher did not make progress, the teacher is recommended for termination or non-renewal (see note in box above).