

## PROFESSIONAL GROWTH & EVALUATION WHO IS EVALUATED ON WHICH CYCLE?

### COMPREHENSIVE CYCLE — for 2013-14 \*

- All classroom teachers on provisional or one year leave replacement contracts
- Any classroom teacher who did not meet the performance schedule from the previous year
- Any classroom teacher who received a “low” Student Growth Impact Rating in previous year
- Any classroom teacher who, at the direction of the evaluator has been moved to the Comprehensive cycle.
  - \* *The evaluator must provide evidence in written form outlining specific performance concerns*
  - \* *An employee can be moved because of a new assignment*
- All teachers eligible for, and who wish to be considered for, Career Ladder opportunities
- Any teacher who requests to be evaluated on the Comprehensive cycle
- At least 25% \*\* of the building’s classroom teachers **in addition to the above**, must be evaluated on Comprehensive during 2013-14, and each succeeding year during a four year phase-in. The Principal chooses who those teachers will be, but individual teachers may volunteer.

### Focused Cycle— for 2013-14 \*

Teachers on continuing contracts who are not evaluated on the Comprehensive cycle

### Phase-In Considerations for Subsequent Years

*For purposes of phasing in the new system, 25% of teachers not otherwise required to be evaluated on Comprehensive should be evaluated on that cycle. After all teachers have received a Comprehensive evaluation under the new system at a school/program this phase in language will not apply.*

*\* By the end of the 2016-17 school year all teachers must have received at least one Comprehensive evaluation on the new system. Once a teacher has received a Comprehensive evaluation, he/she must be evaluated on the Comprehensive cycle at least once every subsequent four years.*

*\*\* Schools with more than 30% of their teachers on provisional employment contracts may choose to evaluate fewer than 25% of the remaining teachers on the Comprehensive cycle if necessary to alleviate workload issues. Keep in mind that a reduction in the number of teachers evaluated on Comprehensive during 2013-14 may necessitate that more than 25% will need to be evaluated on Comprehensive during subsequent transition years.*