

2014 – 15

2015 – 16

	Probationary Staff	Tenured Staff	Probationary Staff	Tenured Staff
Student Achievement/Learning	Solidify PLC structures in schools		TD&E model launched for PLCs	
Student Engagement	1 Student Engagement Survey 1 PLC discussion around survey results		2 Student Engagement Surveys 2 PLC discussions around survey results	
Teacher Practice/Performance*	3 SET evaluations First evaluation must be completed within 90 days of start of employment SET 2014 is used for teachers SPPS Walkthroughs	Evaluation practices continue as in the past SET 2014 is used for teachers unless a teacher is on an improvement plan that was started in SY13-14 then SET 2007 is used SPPS Walkthroughs	3 SET evaluations First evaluation must be completed within 90 days of start of employment SPPS Walkthroughs	Half of tenured staff receive a SET evaluation with; pre-conference announced observation post-conference SPPS Walkthroughs
Peer Review	Teachers may volunteer for a Peer Review		Teachers may volunteer for a Peer Review Half of remaining tenured teachers that have not received a Peer Review and not receiving a Summative Evaluation will have a peer review	
Individualized Growth & Development Plan	Initial plan created 1 reflection at the end of the year		Plan created 2 reflections throughout the year	
Summative Evaluation	Review of employment status at the end of the school year	Training for administration around Summative Evaluation Review	Review of employment status at the end of the school year	Half of tenured staff who participated in the SET evaluation will complete a Summative Evaluation Review with administration

Administration will provide 4 hours of time for TD&E activities per year to release teachers for self-directed TD&E work such as, modifying job embedded time, providing release time during required after school meetings or using time devoted to school professional development on non-student contact days. Teacher Development and Evaluation work such as reflections will occur at varying points for each teacher over the course of the school year.

DRAFT
8.15.14

* It is recognized that by Minnesota Law administrators are able to enter classrooms at any time and conduct an evaluation on all or part of the Standards of Effective Teaching. The TD&E committee recognizes that administrators can observe teachers and give meaningful feedback on a regular basis during any part of the three-year cycle (e.g. feedback through classroom walkthroughs). If a teacher is found to be performing below standard at any point, they may be placed on an improvement plan as outlined in the teacher collective bargaining agreement, Article 18, Section 1, Subd. 3.