# A Performance Evaluation Overview

Track I: Year 1,2,3,4,5

Who:

Non-tenured Staff Probationary Staff

Four Years in Track I
First year teachers new to district
Experienced teacher who have not
previously taught in Michigan

Two years in Track I
Michigan Tenured Teachers new to
district

One (+) years in Track I
Experienced teachers in Assistance
Track IV

# What:

Minimum of three observations per year Mentor Assigned Pre/Post Observations

#### Method:

Frequent and ongoing administrator visits

# **Support:**

Reflection on professional practice Annual Summative Evaluation, including student growth measures, leading to recommended Track at end of year.

Evidence of improvement in competencies with Effective as a

Track II: Off-Cycle 2/3

## Who:

Tenured Staff who are demonstrating effective teaching competency

#### What:

Informal/Formal observation to assess goals

Enhance professional growth Provide mechanism for feedback and support on professional issues Provide focus on strategic plan and School Improvement initiatives

#### Method:

Ongoing formal/informal discussion on teacher performance Development Plans and Goal Setting Feedback, conversation and reflection

# Support:

Administrative support for Growth Plan and Goal Setting Annual Summative Evaluation including student growth measures Track III: On-Cycle 1/3

## Who:

Tenured Staff who are on-cycle 1 out of 3 years.

#### What:

Formal observation to assess goals Enhance professional growth Provide mechanism for feedback and support on professional issues Provide focus on strategic plan and School Improvement initiatives

## Method:

Ongoing formal discussion on teacher performance.

Development Plans and Goal Setting Feedback, conversation and reflection

# Support:

Administrative support for Growth Plan and Goal Setting Annual Summative Evaluation including student growth measures Track IV: Assistance

## Who:

Teacher in need of guidance in specific area(s) of competencies

#### Will be evaluated in Track I

#### What:

Evaluation model in Track I
Mentor Assigned
Pre/Post Observations
Growth Plan defines clear needs and
measures of success

## Method:

Frequent and ongoing administrator visits focused on specific area in need of improvement

## Support:

Reflection on professional practice Annual Summative Evaluation including student growth measures, leading to recommended Track at end of year.

Evidence of improvement in competencies with Effective as a minimum standard