

Teacher Evaluation Process-revised 2015

For more information regarding the evaluation process, go to <http://ncees.ncdpi.wikispaces.net/>

Component 2: Orientation

Within two weeks of teacher's first day, the principal will provide:

- A. The Rubric for Evaluating North Carolina Teachers;
- B. Teacher Evaluation Policy ID Number: TCP-C-004 ; and
- C. A schedule for completing evaluation process.

Component 1: Training

Before participating in the evaluation process, all teachers, principals and peer evaluators must complete training on the evaluation process.

Component 8: PD Plans

Individual Growth Plans-“Proficient” or better
Monitored Growth Plans-At least 1 “Developing”
Directed Growth Plans-“not Demonstrated” or “Developing” rating for 2 sequential yrs.

Component 7: Summary Evaluation Conference and Scoring the Teacher Summary Rating Form

Prior to end of school, the principal conducts a summary evaluation conference with teacher to discuss components of the evaluation cycle type used: Comprehensive, Standard or Abbreviated. At the conclusion:

- A. Give rating for each Element in Rubric for Evaluating NC Teachers.
- B. Comment on “Not Demonstrated”
- C. Give an overall rating of each standard observed
- D. Provide teacher with opportunity to add comments to the Summary Rating Form
- E. Review completed Teacher Summary Rating Form with teacher and
- F. Secure the teacher's signature on the Record of Teacher Evaluation Activities and Teacher Summary Rating Form.

Component 3: Teacher Self-Assessment

Using the Rubric for Evaluating N.C. Teachers, the teacher shall rate their performance and reflect on his or her performance throughout the year.

Component 4: Pre-Observation Conference

Goal: To prepare principal for the observation
Before the first formal observation, the principal meets with the teacher to discuss: **self-assessment**, **professional growth plan** and a written description of the **lesson(s)** to be observed.

Component 5: Observations

- A. Formal observation:
45 min. or entire class period
- B. Teachers: **less than 3 years employment**
Comprehensive Evaluation Cycle:
3 formal (principal) and 1 formal (peer)
- C. Teachers: **more than 3 years employment**
Standard or Abbreviated Evaluation Cycle:
Standard: 3 Observations, 1 must be formal
Abbreviated: 2 Observations on Standards 1 and 4
Abbreviated Observations may be formal or informal
Teachers Renewing License: Standard Evaluation Cycle

Component 6: Post-Observation Conference

The principal shall conduct a post-observation conference no later than ten school days after each formal observation.
Discuss and Document strengths and weaknesses on the Rubric.

