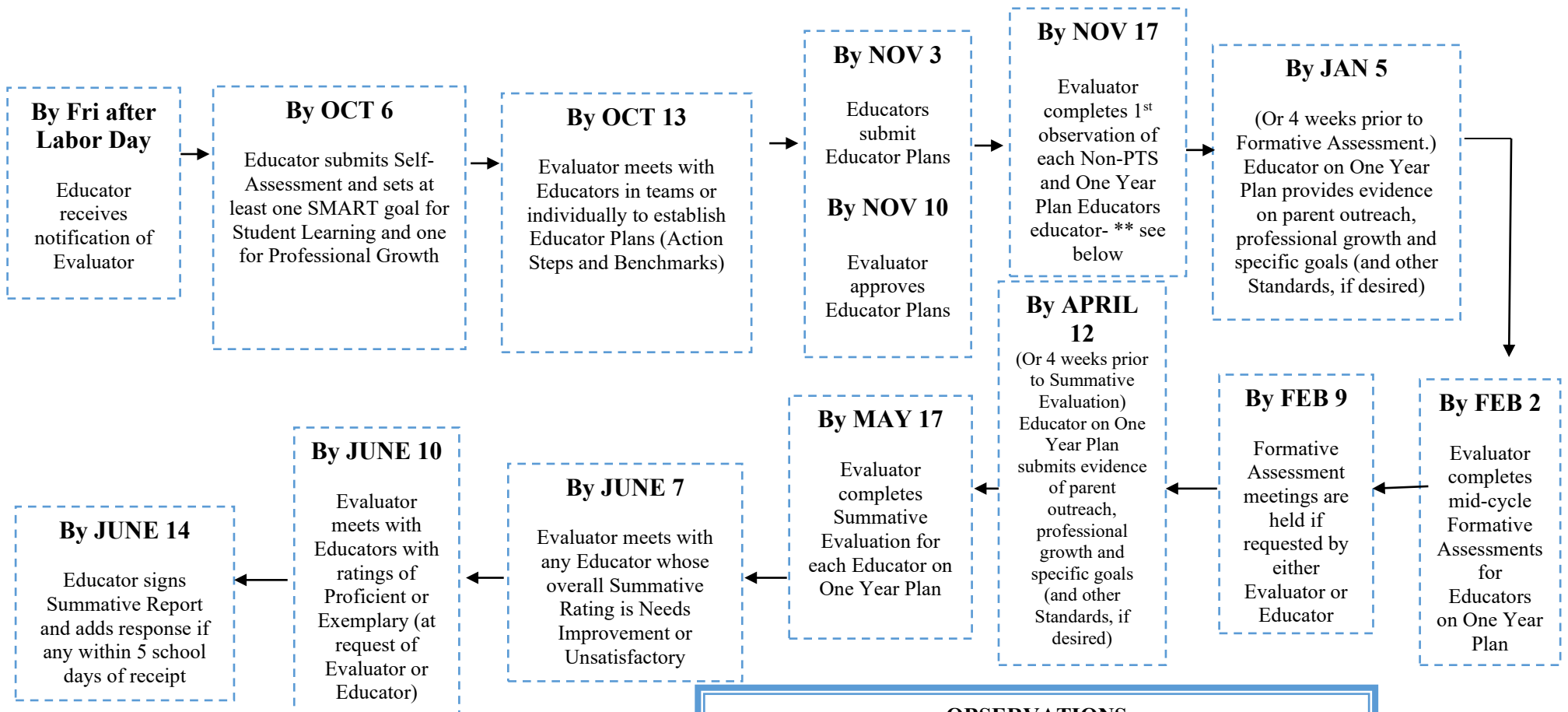


EVALUATION NUTS AND BOLTS – ONE YEAR PLAN – 2023-2024



STANDARDS

Teacher and Specialized Instructional Support Personnel (SISP)
 I: Curriculum, Instruction, and Planning
 II: Teaching All Students
 III: Family and Community Engagement
 IV: Professional Culture

There are 4 Standards, 15 Indicators, and 28 Elements described in the MPS rubric. An Educator receives a rating in each Standard and an overall rating. The 4 ratings are:

**Exemplary
 Proficient
 Needs Improvement
 Unsatisfactory**

To attain an overall performance rating of Proficient, the Educator must have been rated Proficient on the Standards for Curriculum, Planning and Assessment and for Teaching All Students (I and II).

EDUCATOR PLANS

Developing Educator Plan: For teachers who do not have Professional Teacher Status (PTS), including teachers who are new to the role.

Self-Directed Growth Plan: For one or two years for Educators with PTS who are rated Proficient or Exemplary.

Directed Growth Plan: For PTS teachers who have received an overall rating of Needs Improvement. This is a one year plan.

Improvement Plan: For PTS or non-PTS teachers who have received a rating of Unsatisfactory. The duration of this plan is determined by the Evaluator and the needs of the teacher. Dismissal can occur after 90-days in extreme cases if improvement is not demonstrated.

OBSERVATIONS

By November 17 for Non-PTS and All Teachers on Any One Year Plan
 May Be Announced: Minimum 30 minutes
 Or Unannounced: Minimum 10 minutes

Non-PTS (first year teaching or first year in school): at least 1 announced; at least 4 unannounced.

Non-PTS 2nd /3rd year teachers: at least 3 unannounced

PTS (Self-Directed): at least 1 unannounced during evaluation cycle; multiple brief unannounced encouraged

PTS (Directed): at least 2 unannounced; multiple brief unannounced encouraged

PTS or Non-PTS (Improvement Plan): Observed according to Plan but no less than 1 announced and 4 unannounced for 1 year plan. No less than 1 announced and 2 unannounced if 6 month plan.

***Written feedback must be provided within 5 days of the observation.**

EVIDENCE SUBMISSION

Please note that evidence may be submitted at any time in the evaluation cycle up to the dates designated for completion of evidence submission – Jan 5 and April 12.