

Teacher Evaluation Process

Component 2: Orientation

Within two weeks of teachers' 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 Principal conducts summary evaluation conference with teacher to discuss components of the evaluation. At the conclusion:

- A. Give rating for each Element in Rubric
- B. Comment on “Not Demonstrated”
- C. Give overall rating of each Standard
- 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 , the teacher shall rate his/her performance and reflect on his or her performance throughout the year.

Component 4: Pre-Observation Conference

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

Component 5: Observations

- A. Formal observation:
45 min. or entire class period
 - B. Probationary Teachers:
3 formal by principal and 1 formal by peer
 - C. Career Status Teachers: Evaluated annually.
During the renewal year: 3 total- 1 must be formal
- Observations shall be noted using the Rubric.

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.

