Annual Evaluation Process – Revised 2015

For more information regarding the evaluation process, go to www.ncpublicschools.org/effectiveness-model/ncees

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: EVAL-004; and
- C. A schedule for completing evaluation process.

COMPONENT 3: Teacher Self-Assessment

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

COMPONENT 4: Pre-Observation Conference

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

COMPONENT 1: Training

COMPONENT 8: PD Plans

- A. Individual Growth Plans: "Proficient" or better
- B. Monitored Growth Plans: at least 1 "Developing"
- C. Directed Growth Plans: "Not Demonstrated" or "Developing" rating for 2 sequential years

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 or Standard. At the conclusion:

- A. Give rating for each Element in Rubric for Evaluating North Carolina Teachers;
- B. Comment on "Not Demonstrated;"
- C. Give an overall rating of each standard observed;
- D. Provide teacher 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.

Orientation
STEP 4:

Summary Obs Evaluation and (Ad Goal Setting and

COMPONENT 5: Observations

observation, the principal meets

with the teacher to discuss:

self-assessment, professional

A. Formal observation: 45 min. or entire session/lesson Informal: at least 20 min.

B. Teacher <3 years employment:
 Comprehensive Evaluation Cycle:
 3 formal (principal) & 1 formal (peer)

C. Teacher >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.

STEP 1: STEP 2: Training and Self-Assessment

Self-Assessment, Goal Setting and Pre-Conference

STEP 3:

Observation Cycle (Administrative and Peer)

growth plan and a written description of the lessons to be observed.

Goal: To prepare principal for the observation. Before the first formal