

INDEPENDENT SCHOOL DISTRICT 196  
Rosemount-Apple Valley-Eagan Public Schools  
*Educating our students to reach their full potential*

Series Number 402.4AR Adopted March 1978 Revised June 2016

Title **Supervision and Evaluation of Teachers – Teacher Development and Evaluation (TDE)**

1. **Purpose** - The Teacher Development and Evaluation process will be used to supervise and evaluate teachers. The goal of TDE is to provide an opportunity for supervisor and teacher conversations about teaching and learning while providing time to reflect on strengths, areas of improvement and overall professional growth.
2. **Process**
  - 2.1 In accordance with the TDE plan, non-probationary teachers will write and implement an ongoing individual growth plan and collect student engagement and connection data annually. Every third year, non-probationary teachers will also participate in observations and evaluation with administrators in accordance with TDE.
  - 2.2 All eligible probationary teachers are observed and evaluated through the Performance Appraisal System (PAS) and will receive written evaluations during each year of probation depending upon the teacher's contract.
  - 2.3 Two formal processes are in place to assist continuing contract teachers in need of additional professional support: Professional Support and Intensive Assistance.
    - 2.3.1 The Professional Support process is utilized when a teacher self-identifies a need for support in order to achieve district goals and objectives.
    - 2.3.2 The Intensive Assistance process is utilized when an administrator identifies serious performance deficiencies that require immediate attention.