

## Five-Year Recertification Cycle for Continuing Contract Teachers

Year of Certification	TPA Expectations	
Year 1	Self-assessment Goal setting	<p><b>Minimum Annual Expectations:</b></p> <ul style="list-style-type: none"> <li>• 5 Learning Walks per semester</li> <li>• Two trend data meetings per year, at least one by the end of the second full week in March</li> <li>• Update professional development activities annually</li> <li>• Collection of evidence for digital portfolio</li> <li>• Full period observation with pre-observation and post-observation conference, <i>if desired by the teacher or administrator</i></li> </ul> <p><b>Note:</b> If Year 3 of the <i>Three Year Appraisal Cycle</i>, activities will also include the following:</p> <ul style="list-style-type: none"> <li>• Final performance appraisal to include goal progress, reflection and self assessment by first school day of June (see <i>Three Year Appraisal Cycle</i>, next page)</li> </ul>
Year 2	Reflection or self-assessment Goal setting	
Year 3	Reflection or self-assessment Goal setting	<p><b>Minimum Recertification Cycle Expectations:</b></p> <ul style="list-style-type: none"> <li>• Meet all annual expectations</li> <li>• Complete review of documented professional development activities and recertification requirements (recommended to occur in the fall of Year 3)</li> <li>• Administer student surveys during Q2.</li> </ul> <p><b>Note:</b> If Year 3 of the <i>Three Year Appraisal Cycle</i>, activities will also include the following:</p> <ul style="list-style-type: none"> <li>• Final performance appraisal to include goal progress, reflection and self assessment by first school day of June (see <i>Three Year Appraisal Cycle</i>, next page)</li> </ul>
Year 4	Self-assessment Goal setting	
Year 5 <i>Recertification Year</i>	Reflection or self-assessment Goal setting Student surveys	

## Three-Year Appraisal Process for Continuing Contract Teachers

Year of Appraisal Cycle	TPA Expectations
<b>Year 1 of Appraisal Cycle</b>	<ul style="list-style-type: none"> <li>• Professional Learning Goal</li> <li>• Student Academic Progress Goal</li> <li>• Ten Learning Walks &amp; Two Trend Meetings</li> <li>• Collection of Evidence for Portfolio</li> <li>• End-of-Year Communication</li> </ul>
<b>Year 2 of Appraisal Cycle</b>	<ul style="list-style-type: none"> <li>• Professional Learning Goal</li> <li>• Student Academic Progress Goal</li> <li>• Ten Learning Walks &amp; Two Trend Meetings</li> <li>• Collection of Evidence for Portfolio</li> <li>• End-of-Year Communication</li> </ul>
<b>Year 3 of Appraisal Cycle</b>	<ul style="list-style-type: none"> <li>• Professional Learning Goal</li> <li>• Student Academic Progress Goal</li> <li>• Two Formal Observations <i>OR</i></li> <li>• Ten Learning Walks &amp; Two Trend Meetings</li> <li>• Mid-Year Checkpoint</li> <li>• End-of-Year Final Appraisal</li> <li>• Submission and Review of Portfolio</li> </ul>

