

Teacher Evaluation - 1st and 2nd Year in USD 470

A portion of district collaboration days will provide teachers opportunity to discuss quality evidence in the four domains.

Quarterly Guided Conversations
with the Principal

Domain 1:
Planning & Preparation

Domain 2:
Classroom Environment

Domain 3:
Instruction

Domain 4:
Professional Responsibility

Building staff meeting:
USD 470 Evaluation Procedures Review
All staff being evaluated must have an informational meeting and be provided with access to evaluation forms including self-assessment rubrics during the first 30 days.

Although not mandatory, a self-assessment is highly recommended to engage evaluator and employee in performance discourse with the intent to encourage employee input for their evaluation

An additional 2 working days after the Post Observation Conference are given to provide additional evidence, if desired.

Formal Observations
2 times per year

1st evaluation completed by 60th day of 1st semester

2nd evaluation completed by 60th day of 2nd semester

Formal evaluations to include:

- **Pre-Conference** (Requires at least two working days notice of date/time)
- **Observation of Lesson** (A minimum of a class period/block or lesson)
- **Post Observation Conference and Rubric Dialogue** (Within 2 days of observation)
This conference is to discuss the observation (from Form F) and self assessment (from Form A). The evaluator has not completed Form C at this time.
- **Summative Evaluation Conference** (Within 5 days of Post Observation Conference)
Final results will be provided (should be no surprises) and teachers will receive a copy of the evaluator completed rubrics.

Fall evaluations for 1st year teachers will include pedagogy only (4 Domains) and will be considered a formative evaluation (not summative). SGMs will be a factor for spring evaluations only.
2nd year teachers will have SGMs for both fall and spring evaluations and both will be summative.