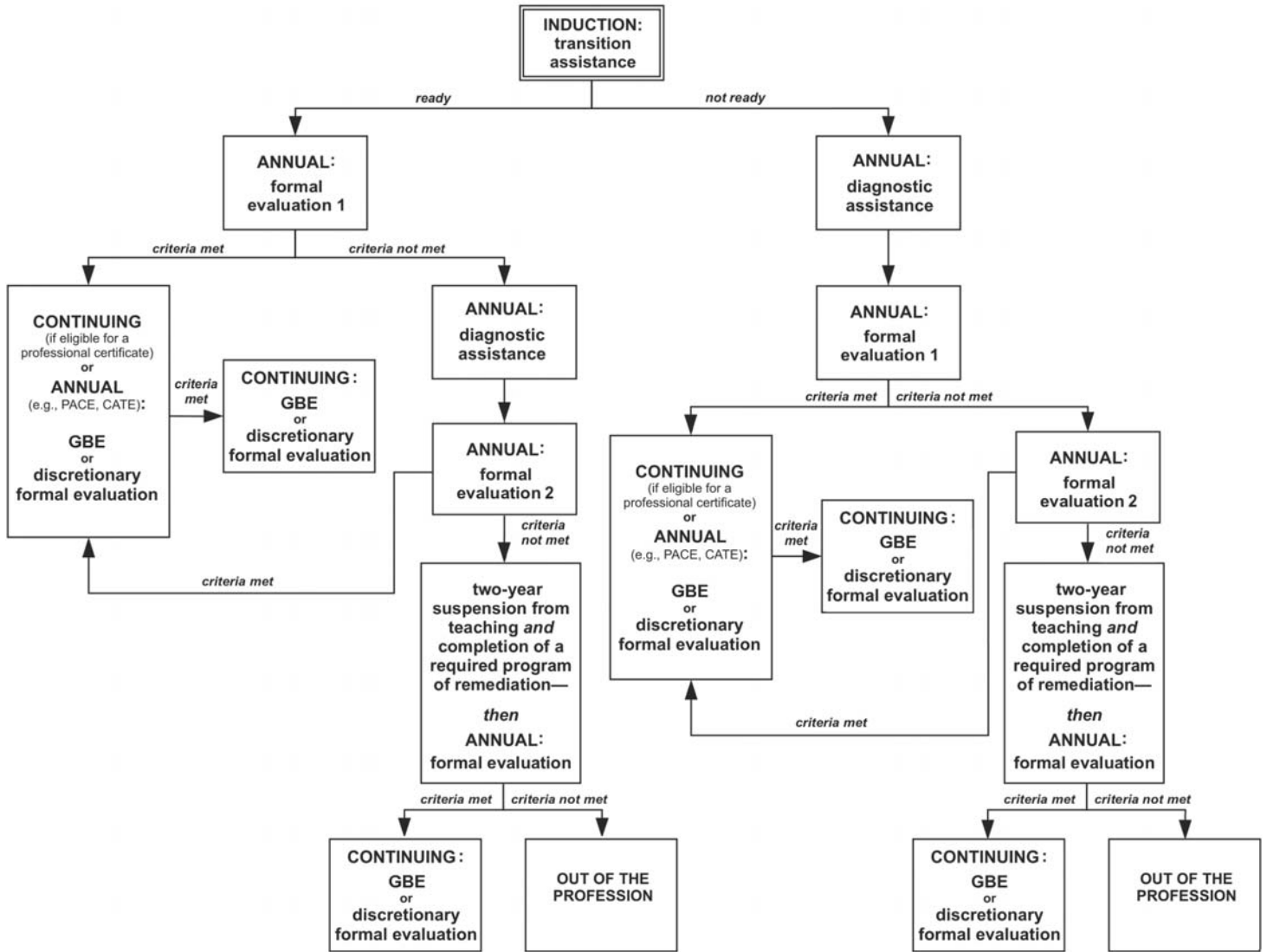


# Flow Chart: Contract Types, ADEPT Processes, and District Options



## Contract Types, ADEPT Processes, and District Options

<b>INDUCTION CONTRACT</b>	
<ul style="list-style-type: none"> <li>◆ Issued to educators who have less than one year of teaching experience</li> <li>◆ Required for all educators, except for experienced out-of-state or nonpublic school teachers</li> </ul>	
<p>ADEPT process: <b>induction</b></p> <ul style="list-style-type: none"> <li>◆ Induction program and mentoring support and assistance</li> <li>◆ Formative feedback</li> <li>◆ Formal evaluation not required</li> </ul>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Annual-contract formal evaluation 1—if educator was successful in induction-contract year</li> <li>◆ Annual-contract diagnostic assistance—if more time is needed before formal evaluation</li> <li>◆ Contract nonrenewal* (educator has no due process rights in statute)</li> </ul>
<b>ANNUAL CONTRACT</b>	
<ul style="list-style-type: none"> <li>◆ Issued to educators who                             <ul style="list-style-type: none"> <li>❖ have completed an induction-contract year, <i>or</i></li> <li>❖ are from out of state or from a nonpublic school setting and have more than one year of teaching experience, <i>or</i></li> <li>❖ are returning to teaching following ADEPT-related state sanctions</li> </ul> </li> <li>◆ Required for all educators except NBPTS-certified educators from out of state or from a nonpublic-school setting</li> </ul>	
<p>ADEPT process: <b>diagnostic assistance</b></p> <ul style="list-style-type: none"> <li>◆ Provided to educators who                             <ul style="list-style-type: none"> <li>❖ need additional assistance following an induction-contract year, <i>or</i></li> <li>❖ have an unsuccessful annual-contract formal evaluation 1 year, <i>or</i></li> <li>❖ have more than one year of teaching experience in another state or a nonpublic school setting, <i>if</i> time is needed for an orientation to the district and/or the ADEPT system prior to formal evaluation</li> </ul> </li> </ul> <p>[Note: Educators are eligible for no more than one annual-contract diagnostic assistance year.]</p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Annual-contract formal evaluation 1—if the annual-contract diagnostic assistance year followed the induction-contract year</li> <li>◆ Annual-contract formal evaluation 2—if the annual-contract diagnostic assistance year followed an unsuccessful annual-contract formal evaluation 1 year</li> <li>◆ Contract nonrenewal* (educator has limited due process rights in statute)</li> </ul> <p>[Note: An annual-contract diagnostic assistance year is always followed by an annual-contract formal evaluation during the next year of teaching employment.]</p>
<p>ADEPT process: <b>formal evaluation 1</b></p> <p>Required for all educators except NBPTS-certified educators from out of state or from a nonpublic-school setting</p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Continuing-contract GBE—if educator was successful on formal evaluation and is eligible for a professional teaching certificate</li> <li>◆ Annual-contract diagnostic assistance—if teacher was not successful on formal evaluation and has had no previous annual-contract diagnostic assistance</li> <li>◆ Annual-contract formal evaluation 2—if educator was not successful on formal evaluation and has had a previous annual-contract diagnostic assistance year</li> <li>◆ Annual-contract GBE—if educator was successful on formal evaluation but is not yet eligible for a professional teaching certificate (e.g., PACE, CATE, international teachers)</li> <li>◆ Contract nonrenewal* (educator has limited due process rights in statute)</li> </ul>

## Contract Types, ADEPT Processes, and District Options

<p>ADEPT process: <b>formal evaluation 2</b>                  Required for all educators who did not successfully complete an annual-contract formal evaluation 1 year</p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Continuing-contract GBE—if educator was successful on formal evaluation and is eligible for a professional teaching certificate</li> <li>◆ Annual-contract GBE—if educator was successful on formal evaluation but is not yet eligible for a professional teaching certificate (e.g., PACE, CATE, international teachers)</li> <li>◆ Contract nonrenewal*—if educator was successful on formal evaluation (educator has limited appeal procedure in statute)</li> <li>◆ State sanctions**—if educator was not successful on second formal evaluation (educator has limited due process rights in statute)</li> </ul>
<p>ADEPT process: <b>informal GBE</b>                  Provided <i>only</i> to educators (most often PACE, CATE, or international teachers) who have completed a successful annual-contract formal evaluation 1 year or annual-contract formal evaluation 2 year but who have not yet completed all other requirements for a professional teaching certificate</p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Continuing-contract GBE—if educator was successful on annual-contract GBE and is eligible for a professional teaching certificate</li> <li>◆ Annual-contract GBE—if educator was successful on previous annual-contract GBE but is not yet eligible for a professional teaching certificate (e.g., PACE, CATE, international teachers)</li> <li>◆ Annual-contract discretionary formal evaluation—if educator was not successful on annual-contract GBE</li> <li>◆ Contract nonrenewal* (educator has limited due process rights in statute)</li> </ul>
<p><b>CONTINUING CONTRACT</b></p> <p><b>Issued to individuals who</b></p> <ul style="list-style-type: none"> <li>◆ <b>have successfully completed a formal evaluation at the annual-contract level and have fulfilled all requirements for a professional teaching certificate <i>or</i></b></li> <li>◆ <b>hold a valid teaching certificate and have been employed under a previous continuing contract</b></li> </ul>	
<p>ADEPT process: <b>informal GBE</b></p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Continuing-contract GBE</li> <li>◆ Continuing-contract discretionary formal evaluation</li> <li>◆ Contract nonrenewal* (educator has full due process rights in statute)</li> </ul>
<p>ADEPT process: <b>formal evaluation</b>                  (If recommended for formal evaluation, the educator must be notified in writing no later than April 15 or at the time of hire if the educator is new to the district.)</p>	<p>Resulting <b>year-end options</b> for school districts:</p> <ul style="list-style-type: none"> <li>◆ Continuing-contract GBE</li> <li>◆ Continuing-contract discretionary formal evaluation</li> <li>◆ Contract nonrenewal* (educator has full due process rights in statute)</li> </ul>

The *most typical* sequence for traditionally prepared educators is as follows:



\* Educators whose contracts are not renewed are still eligible for employment in another school district.

\*\* Educators may remain an *annual* contract for up to four years. However, after two unsuccessful formal evaluations at the annual-contract level, state sanctions are imposed. In these instances, educators may not teach for a minimum of two years and must complete a state-approved remediation plan in order to become eligible to reenter the profession.