



# DOUGLAS COUNTY SCHOOL DISTRICT

## Evaluation of Certificated Personnel

### PROBATIONARY OBSERVATION CYCLE SCHEDULE 2023-24

**First Year of Probation**

A minimum of one (1) Evaluation based on at least three (3) scheduled observation cycles.  
(A conference must be held before and after each scheduled observation cycle)

<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Observation Cycle 1</td></tr> <tr><td style="text-align: center;"><i>Between Day 1 - Day 40</i></td></tr> <tr><td style="text-align: center;">Due: 10-17-23</td></tr> </table>	Observation Cycle 1	<i>Between Day 1 - Day 40</i>	Due: 10-17-23	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Observation Cycle 2</td></tr> <tr><td style="text-align: center;"><i>Between Day 41 - Day 80</i></td></tr> <tr><td style="text-align: center;">Due: 01-09-24</td></tr> </table>	Observation Cycle 2	<i>Between Day 41 - Day 80</i>	Due: 01-09-24	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Observation Cycle 3</td></tr> <tr><td style="text-align: center;"><i>Between Day 81 - Day 120</i></td></tr> <tr><td style="text-align: center;">Due: 3-13-24</td></tr> </table>	Observation Cycle 3	<i>Between Day 81 - Day 120</i>	Due: 3-13-24
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Observation Cycle 2											
<i>Between Day 41 - Day 80</i>											
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**Second Year of Probation**

Minimum Requirements Are Based on the Overall Evaluation Designation for Year 1

<p style="text-align: center;"><b>Year 1 Overall Designation</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Ineffective</td> <td style="width: 50%; text-align: center;">Developing</td> </tr> <tr> <td colspan="2" style="text-align: center;">A minimum of one (1) evaluation based on <u>at least three (3)</u> scheduled observation cycles.</td> </tr> </table>	Ineffective	Developing	A minimum of one (1) evaluation based on <u>at least three (3)</u> scheduled observation cycles.		<p style="text-align: center;"><b>Year 1 Overall Designation</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Effective</td> <td style="width: 50%; text-align: center;">Highly Effective</td> </tr> <tr> <td colspan="2" style="text-align: center;">A minimum of one (1) evaluation based on <u>at least two (2)</u> scheduled observation cycles.</td> </tr> </table>	Effective	Highly Effective	A minimum of one (1) evaluation based on <u>at least two (2)</u> scheduled observation cycles.								
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**Third Year of Probation**

Minimum Requirements Are Based on the Overall Evaluation Designation for Year 1 and Year 2

<p style="text-align: center;"><b>Year 1 or 2 Overall Designation</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Ineffective</td> <td style="width: 50%; text-align: center;">Developing</td> </tr> <tr> <td colspan="2" style="text-align: center;">A minimum of one (1) evaluation based on <u>at least three (3)</u> scheduled observation cycles.</td> </tr> </table>	Ineffective	Developing	A minimum of one (1) evaluation based on <u>at least three (3)</u> scheduled observation cycles.		<p style="text-align: center;"><b>Year 1 and Year 2 Overall Designation</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Effective</td> <td style="width: 50%; text-align: center;">Highly Effective</td> </tr> <tr> <td colspan="2" style="text-align: center;">A minimum of one (1) evaluation based on <u>at least one (1)</u> scheduled observation cycle.</td> </tr> </table>	Effective	Highly Effective	A minimum of one (1) evaluation based on <u>at least one (1)</u> scheduled observation cycle.					
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