

# ROGERS PUBLIC SCHOOLS TESS CHART

## Novice Teacher: Year 1

- Collaborative PGP
- Direct Observation with feedback
  - Formal Observation (>1) that includes pre- and post-conferences.
  - Informal Observation (>2) that includes written feedback and may include a post-observation conference
- Indirect Observation of systems implemented by teacher or work related environment
- Artifact/Data Review
- EoY PGP Review: No summative rating required but feedback provided on entire rubric

## Novice Teacher: Year 2

Refer to details for Novice Year 1

## Novice Teacher: Year 3

Refer to details for Novice Year 1

## Intensive Support Status

- Collaborative Intensive Growth Plan (IGP)
- Will include increased observations
- Frequent conferences
- Note: Teacher may remain in intensive support status for 2 consecutive semesters; and additional semester (<2) may be added if marked improvement is observed.

## Career Summative Evaluation Year

- Collaborative PGP
- Direct Observation with feedback
  - Formal Observation (<1) that includes pre- and post-conferences.
  - Informal Observation (<1) that includes post-conference and/or written feedback.
- Indirect Observation of systems implemented by teacher or work related environment
- Artifact/Data Review
- EoY PGP Review
- Career Summative Evaluation of all domains of the FfT

## Experienced Teacher: Year 1

- Collaborative PGP
- Direct Observation (<1) with feedback
- Indirect Observation of systems implemented by teacher or work related environment
- Artifact/Data Review
- EoY PGP Review: No summative rating required



## Experienced Teacher: Year 2

Refer to details for Experienced Teacher Year 1

## Experienced Teacher: Year 3

Refer to details for Experienced Teacher Year 1