R1 Webpage - Departments: Performance Evaluation Services - pending

Richland County School District One

Evaluation Support Matrix

2025-2026

SCTS 4.0	Letter Of Agreement (LOA) <152 Days Teacher	Induction 1	Induction 2 and 3	Annual 1 (Summative)	Annual 2 Diagnostic Assistance
SCDE ADEPT Evaluation Level:	**Informal-Formative**; *may report to SCDE*	**Informal-Formative**	**Informal-Formative**	**Formal-Summative** "Met" is a Professional Certificate and Continuing Contract qualifier	**Informal-Formative**
Number of SCTS 4.0 Trained Evaluators:	1 – Principal **or** school-based administrator	1 – Principal **or** school-based administrator	1 – Principal **and** additional observer* ***May utilize peer-evaluator**	2 – Principal **and** additional observer* *content specialist required **May utilize peer-evaluator**	2 – Principal **and** additional observer* *content specialist required **May utilize peer-evaluator**
Orientation:	Site-Based ***SCLead sign "ADEPT Orientation NOT Required"*** SCLead Signature - Educator	District Led Orientation **and** Site-Based SCLead Signature - Educator	Site-Based Orientation SCLead Signature - Educator	District Led Orientation **and** Site-Based SCLead Signature - Educator	Site-Based Orientation SCLead Signature - Educator
Number of SCTS 4.0 Observations:	At least 1 Walkthrough SCLead Observation Signatures - Educator & Evaluator	At least 2: Fall: At least one Spring: At least one SCLead Observation Signatures - Educator & Evaluator	At least 4: Fall: At least one by each team member Spring: At least one by each team member SCLead Observation Signatures - Educator & Evaluator	At least 4: Fall: At least one by each team member Spring: At least one by each team member SCLead Observation Signatures - Educator & Evaluator	At least 4: Fall: At least one by each team member Spring: At least one by each team member SCLead Observation Signatures - Educator & Evaluator
Consensus or Averaging?	Neither* **Full SCTS 4.0 Indicators Suggested*	Averaging Process (1 observer)	Averaging Process (2 observers)	Consensus Process (2 observers – team) SCLead Consensus Signatures - Educator & All Evaluators	Consensus Process (2 observers – team) SCLead Consensus Signatures - Educator & All Evaluators
Pre-Observation Conference:	Recommended for all observations	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)
Post-Observation Conference:	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations
Professional Growth Development Plan:	Not Required	Not Initially Required. Required with a below Proficient Domain	Yes Required	Not Initially Required. Required with a below Proficient Domain	Yes Required
Mentor:	No; use "Buddy Teacher"	SC Trained Mentor	SC Trained Mentor	No	SC Trained Mentor
SLO: *** SLO Skip may apply**	No – skip SLO	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator
Personnel Filing:	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle

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SCTS 4.0 Continued	**Annual 2, 3, and 4 Summative**	**Annual 2, 3, and 4 (Goals-Based Evaluations)**	**Continuing/Retiree (Goals-Based Evaluations)**	**Continuing Formative**	**Continuing Summative**
SCDE ADEPT Evaluation Level:	**Formal-Summative** "Met" is a Professional Certificate and Continuing Contract qualifier	**Informal Goals-Based Evaluation**	**Informal Goals-Based Evaluation**	**Informal-Formative**; *conducted at least once every 5 years*	**Formal-Summative**; *prior written notification required*
Number of SCTS 4.0 Trained Evaluators:	3 – Principal **and** two* additional observers** **content specialist required *(less observers on HRS approval) **May utilize peer-evaluator**	1 – Principal **or** school-based administrator	1 – Principal **or** school-based administrator	1 – Principal **or** school-based administrator [additional observations in a semester require a second observer]	3 – Principal **and** two additional observers* *content specialist required
Orientation:	District Led Orientation **and** Site-Based SCLead Signature - Educator	Site-Based Orientation SCLead Signature - Educator	Site-Based Orientation SCLead Signature - Educator	Site-Based Orientation SCLead Signature - Educator	District Led Orientation **and** Site-Based SCLead Signature - Educator
Number of SCTS 4.0 Observations:	At least 6 (or 4 see above) Fall: At least one by each team member Spring: At least one by each team member SCLead Observation Signatures - Educator & Evaluator	Not Part of Evaluation SCTS 4.0 Walkthroughs permitted for support SCLead Observation Signatures - Educator & Evaluator	Not Part of Evaluation SCTS 4.0 Walkthroughs permitted for support SCLead Observation Signatures - Educator & Evaluator	At least 1: Fall: At least one Spring: At least one, if necessary SCLead Observation Signatures - Educator & Evaluator [additional semester observations require second observer]	At least 6: Fall: At least one by each team member Spring: At least one by each team member SCLead Observation Signatures - Educator & Evaluator
Consensus or Averaging?	Consensus Process (2 or 3 observers – team) SCLead Consensus Signatures - Educator & All Evaluators	Neither* **Walkthroughs do not score on evaluation*	Neither* **Walkthroughs do not score on evaluation*	Averaging Process (1 observer) [additional semester observations require second observer]	Consensus Process (3 observers – team) SCLead Consensus Signatures - Educator & All Evaluators
Pre-Observation Conference:	Yes- Fall (announced) No- Spring (unannounced)	Recommended with SCTS 4.0 Walkthrough	Recommended with SCTS 4.0 Walkthrough	Yes- Fall (announced) No- Spring (unannounced)	Yes- Fall (announced) No- Spring (unannounced)
Post-Observation Conference:	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations	Yes – all observations
Professional Growth Development Plan:	Not Initially Required. Required with a below Proficient Domain	Not Required	Not Required	Required with a below Proficient Domain	Required with a below Proficient Domain
Mentor:	No	No	No	No	No
SLO: *** SLO Skip may apply**	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator	Yes* Multiple SCLead SLO Signatures - Educator & Evaluator
Personnel Filing:	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle	End of Spring-Cycle

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Special Areas	Induction 1, 2, or 3, Annual 2 Diagnostic Assistance, Continuing Formative (CF) **Informal Evaluation – Formative**	Annual 1 (Summative), Annual 2/3/4 Summative, Continuing-Summative **Formal Evaluation – Summative**	Annual 2, 3 or 4 GBE, or Continuing/Retiree **Less Than 152 LOA – Informal - Formative* **Informal Evaluation – Goals-Based**
School Counselors* *Special Area Evaluation for School Counselors.* **NEW SCDE 2020 Evaluation** ***All School Guidance Counselors use new 2020 Standards***	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *I1, I2, I3, and CF – administrator** **I1, I2, and I3 – plus mentor (CF is no-mentor)* *A2DA – admin & peer (consensus) – plus mentor* **Orientation:** *I1-District led & Site-based, I2, I3, A2DA, CF-site-based* **Process:** SGG, Counselor Plan, & Calendar Observations-Announced (prelim), Observations-Announced (final), [CF Spring observation Skip with appropriate Fall performance] Scoring Conference required Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *A1 – administrator & peer* *A2S, A3S, CS – administrator, peer, and 3rd evaluator* **Orientation:** *District led & Site-based* **Process:** Consensus with Evaluation Conferences SGG, Counselor Plan, & Calendar Observations-Announced (prelim), Observations-Announced (final), Scoring-Consensus Conference required Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions SGG (Student Growth Goal) **Orientation:** Site-Based SCLead Signature – Educator **Observations:** optional Walkthroughs: - Announced & Does NOT Score in evaluation **Standards:** new 2020 standards **Personnel Filing:** End of Spring-Cycle
School Librarians* *Special Area Evaluation for School Librarians.* **NEW SCDE 2020 Evaluation** ***All School Librarians use new 2020 Standards***	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *I1, I2, I3, and CF – administrator** **I1, I2, and I3 – plus mentor (CF is no-mentor)* *A2DA – admin & peer (consensus) – plus mentor* **Orientation:** *I1-District led & Site-based, I2, I3, A2DA, CF-site-based* **Process:** School Library Plan, Observations-Announced (prelim), Observations-Unannounced (final), [CF Spring observation Skip with appropriate Fall performance] Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *A1 – administrator & peer* *A2S, A3S, CS – administrator, peer, and 3rd evaluator* **Orientation:** *District led & Site-based* **Process:** Consensus with Evaluation Conferences School Library Plan, Observations-Announced (prelim), Observations-Unannounced (final), Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions GBE-goal **Orientation:** Site-Based SCLead Signature – Educator **Observations:** optional Walkthroughs: - Does NOT Score in evaluation **Standards:** new 2020 standards **Personnel Filing:** End of Spring-Cycle
Speech-Language Professionals* *Special Area Evaluation for Speech-Language Professionals.* **NEW SCDE 2020 Evaluation** ***All Speech-Language Professionals use new 2020 Standards***	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *I1, I2, I3, and CF – administrator** **I1, I2, and I3 – plus mentor (CF is no-mentor)* *A2DA – admin & peer (consensus) – plus mentor* **Orientation:** *I1-District led & Site-based, I2, I3, A2DA, CF-site-based* **Process:** IEP Records review IEP & Therapy Observations-Announced (prelim) IEP & Therapy Observations-Unannounced (final) [CF Spring observations, and Induction IEP-observation, Skip with appropriate Fall performance] Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions **Evaluators:** *A1 – administrator & peer* *A2S, A3S, CS – administrator, peer, and 3rd evaluator* **Orientation:** *District led & Site-based* **Process:** Consensus with Evaluation Conferences IEP Records review IEP & Therapy Observations-Announced (prelim) IEP & Therapy Observations-Unannounced (final) Professionalism (administrator scored) **Personnel Filing:** End of Spring-Cycle	SCLead Year-Long Educator & Evaluator actions GBE-goal **Orientation:** Site-Based SCLead Signature – Educator **Observations:** optional Walkthroughs: - Does NOT Score in evaluation **Standards:** new 2020 standards **Personnel Filing:** End of Spring-Cycle