

2026 –2027 Academic Year

Escambia Educator Evaluation (E3) Timeline**ON or BEFORE:**

September 7, 2026 Statute 1012.34	<p>Orientation of teachers to the E3 program and the PDP including:</p> <ul style="list-style-type: none"> • The E3 Evaluation and the Framework for Teaching Online forms to be utilized • The rating scale of the system • Documentation strategies • Philosophy, methodology • Schedule individual/group planning meetings <p>Teachers will add their evaluator during pre-school planning or at the E3 Orientation Training</p>
January 4, 2027	The LAST start date in which 10-month employees hired will require at least one evaluation. (Any <u>10-month</u> employees that begin after this date will not work 99+ days and do not require an evaluation.)
January 8, 2027	<p>Complete at least one formal observation/conference (observation, follow-up conference, artifact review, pre/post observation survey) and one informal observation (walkthrough) with each teacher, one of which must be a formal classroom observation and SHARED in Powerschools/TalentED.</p> <ul style="list-style-type: none"> • All probationary contract and annual contract teachers must have two formal observations during the school year per state statute. The second observation can occur anytime after the first observation is complete. <p>Complete PDP "Beginning of Year Signatures" (Evaluator & Teacher).</p>
January 15, 2027	<p>Select a mid-year rating for each teacher from within their E3 plan.</p> <p>The rating should be equivalent to the (current) lowest individual component rating from FEAP Standards 2 and 3. The mid-year rating is purely informational and is for state reporting purposes; this specific rating is NOT averaged into the final professional practice rating at the end of the year.</p>
February 5, 2027	Recommended Artifact Submission process orientation (if not completed in August).
March 19, 2027	<p>If a teacher has earned an overall Unsatisfactory rating or consecutive Needs Improvement ratings, the evaluation must be shared and finalized, and a post-observation conference completed no later than the end of the day on March 19 for Standards 1-5. The conference should take place within 5-10 working days after the observation that the Unsatisfactory rating was received.</p> <p>*Note: If a teacher's actions lead to marking a Needs Improvement or Unsatisfactory rating in FEAP Standard 6, the rating should be entered within 5 to 10 working days of the action that led to the rating. Egregious occurrences after the March 19th date may still be entered after this date and should still be entered into the system with strategies within 5-10 working days of the occurrence.</p>
April 30, 2027	Optional Artifact Submission process completed by teachers. (Not required, but recommended)
May 7, 2027	<p>During the second semester, conduct the second required formal observation if not completed in the first semester and one informal observation (walkthrough). This walkthrough should focus on FEAP Standards 2 and 3 but may also include other standards that should be revisited/reviewed.</p> <ul style="list-style-type: none"> • Probationary Contract teacher - new to the school district • Annual contract teacher • Struggling teacher <p>And conduct a post-observation conference in which appropriate FEAP Standards are reviewed.</p>
May 21, 2027	Conduct a conference with each teacher to review artifacts and to conclude the Final Appraisal.
May 26, 2027	E3 must be completed with a final score and signed off by the teacher and evaluator .