

ALL OTHER CERTIFICATED EVALUATION TIMELINE 2026-2027

All Temporary and Probationary certificated staff members will be evaluated, as well as those identified as Cohort 1. First year tenured bargaining unit members are not evaluated. Counselors, Librarian, Education Consultants, Elementary VAPA, Learning Center (RSP), Intervention, School Nurses, School Psychologists, Speech Language Pathologists, and Instructional Coaches will follow this evaluation timeline. Division Leaders, Department Chairs, District Lead Teacher (TOSA), New Teacher Support and Development Mentors and Athletic Directors will follow these guidelines annually regardless of their tenure or Cohort status.

<i>Process/Step</i>		<i>Probationary, Temporary, and Cohort 1</i>
Evaluatees will review the rubric and draft two smart goals. Supervisor/Peer Advisors will meet with the evaluatee to review the rubric and discuss goals for the year. The goals will be finalized in collaboration with the evaluator/administrator. (12.5.2)		Before 08/21/2026
Supervisor/Peer Advisor rates evaluatee with the appropriate rubric during the month of October and meets with the evaluatee to discuss progress on goals.		Before 10/30/2026
Mid-Year Summary – Evaluator/evaluatee meet and complete the form in TalentEd Records. Evaluatee may describe progress toward goals and respond including uploading substantiating artifacts. Evaluator may request additional tier support at this time.		Before 12/11/2026
Principal recommendations for non-reelect of temps and probs.		Before 01/06/2027
Final Evaluation completed in TalentEd. Rubric placement identified with justification in a narrative. Evaluator may request additional tier support (12.3.6)		Before 04/30/2026
Coaches	Within two weeks of the completion of the coaching assignment, complete final evaluations with notification of coaching status for next season. Send to HR Dept. (12.9.2.2)	