

2026–2027 Super Evaluation Timeline/Due Dates Chart

DUE DATE	COMPREHENSIVE	STANDARD	ABBREVIATED	LATE HIRE
	ANY teacher with fewer than 3 years of consecutive employment in Craven County.	Teachers who have completed three current consecutive employment in the district and are in their renewal cycle expiring June 30, 2027.	Teachers who meet the standard plan requirements but are NOT in renewal year. This also includes previously retired Craven County teachers.	Teachers who are employed in Craven County with a start date after December 16, 2026 .
July 24, 2026	Principal assignees evaluation Plan type and PDP Type in NCEES			See the new process below
August 28, 2026	Training and Orientation Completed in NCEES			
September 4, 2026	Self-Assessment and PDP teacher components . Teachers should finalize and mark complete self-assessments and have PDP goals “drafted” for principals to begin review/conference			
September 11, 2026	PDP initial Review (Finalize and Mark Complete but do not lock BTs until mentor acknowledgment)	PDP initial Review Finalize, Mark Complete, and LOCK		
October 16, 2026	(Pre-conference before observation #1 only) Formal (45 min.) observation #1 (Post-conference within 10 days- finalize, mark complete and lock)	(Pre-conference before observation #1 only) Formal (45 min.) observation #1 (Post-conference within 10 days- finalize, mark complete and lock)	(Pre-conference before observation #1 only) Formal (45 min.) observation #1 (Post-conference within 10 days- finalize, mark complete and lock)	(
December 4, 2026	(Pre-conference Required) Formal Peer (45 min.) observation on all “observable” standards (1-5) (Post-conference within 10 days- finalize, mark complete and lock)			
January 15, 2027	PDP midyear review (Finalize and mark complete but do not lock BTs until mentor acknowledgment.	PDP midyear review (Finalize, mark complete, and LOCK)		
January 22, 2027	(Pre-conference optional) Formal (45 min.) observation #2 on all standards (Post-conference within 10 days- finalize, mark complete and lock)	(Pre-conference optional) Informal (20 min.) observation #2 on all standards (Post-conference within 10 days- finalize, mark complete and lock)		
March 12, 2027	(Pre-conference optional) Formal (45 min.) observation #3 on all standards (Post-conference within 10 days- finalize, mark complete and lock)	(Pre-conference optional) Informal (20 min.) observation #3 on all standards (Post-conference within 10 days- finalize, mark complete and lock)	(Pre-conference optional) Informal (20 min.) observation #3 on standards 1 and 4 (Post-conference district expectation, finalize, mark complete and lock)	

March 25, 2027	PDP end of year review (Finalize and mark complete but do not lock BTs until mentor acknowledgment.	PDP end of year review (Finalize, mark complete, and LOCK)	
April 16, 2027	ALL Summary Evaluations Due		
All Comprehensive plans (not just BTs) require a peer observation with a post conference. For schools designated by the State Board as low-performing, school administrators shall evaluate, as early in the school year as possible, each employee licensed by the Department of Public Instruction to provide adequate time for the development and implementation of a mandatory improvement plan.		NCDPI Evaluation Resources SBE Policies § 115C-333. Low-Performing Schools § 115C-333.1. Schools not identified as low performing	

LATE HIRE PLAN

Teachers who are employed in Craven County Schools with a start date after December 16, 2026, must be assigned to a Late Hire Plan in NCEES.	
Principal assigns evaluation Plan type in NCEES 24-72 hours prior to orientation.	
Training and Orientation must be completed in NCEES within 2 weeks of start date.	
Teachers must finalize and mark complete the self-assessment.	
Note: Within 30 days of start date (Pre-conference before observation) Formal (45 min.) observation (Post-conference within 10 days finalize, mark complete and lock)	
ALL Summary Evaluations Due BY May 3, 2027	