Probationary and Temporary	● Supported with **NCTIP** Mentor ● Formal Evaluation—two observations ○ Flexibility of situation ● Determination of permanency ● Supports and Feedback ● Focus on management and engagement in year one ● Professionalism ● Basics for district-utility tech ● Parent engagement: basics/ conferences, calls home ● Aligned to CSTP
3-6 years	Formal evaluation once per cycle aligned to CSTP end of year. ● Student learning goal, educator professional growth goal, and agreement on observation type ○ Formative Data ○ Reflective on practice ● Once a teacher reaches **Permanency**, one observation per cycle ○ Student learning goal, educator professional growth goal, and agreement on observation type. The lesson aligned with the goal ○ Coaching cycle ○ Lesson study observation
7-10 years	Formal evaluation once per cycle aligned to CSTP end of year. ● Student learning goal, educator professional growth goal, and agreement on observation type ○ Formative Data ○ Reflective on practice ● One observation which could be ○ Lesson observation ○ Coaching Cycle—document tasks for eval purposes ○ Lesson Study or inquiry cycle ○ Could be collaborative ○ Reflective in nature, share with the team or site lessons learned
11+ years	● Choices in 7-10 or ● Serving as a teacher-leader, mentor teacher, or instructional coach, and being observed in that role *"Upon mutual agreement with the evaluator, Permanent teachers employed for ten years with the district and having received three (3) consecutive positive evaluations shall be formally evaluated by the Principal or his/her designee in writing on District forms at least every five (5) years."*

* *If a Deficiency Improvement Action Plan (DIAP) occurs following the final evaluation. During the next school year, a follow-up observation and post-observation conference date will be scheduled. (Contract language will need to be discussed.)*