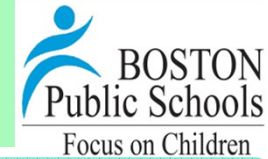


# Improvement Plan Cycle

30 calendar days – 1 year



## Self-Assessment

- Educator and evaluator meet within 10 days of assigning the plan
- Evaluator directs educator to submit summary of self-assessment within this time

## Goals & Action Plans

- Evaluator sets goals based on prescriptions from previous evaluations

## Plan Implementation

- Educator and evaluator collect evidence through artifacts and observations
- Observation requirements: 1 announced, 2 unannounced for plans < 6 months  
4 unannounced for plans between 6 months and a year

## Formative Assessment

- Midway through the cycle, evaluator prepares assessment and makes rating
- Evaluator and educator meet
- Rating determines next steps:

Proficient or Exemplary

Move to a Self-directed plan

Needs Improvement

Move to a Directed plan

Unsatisfactory

Plan continues

## Summative Evaluation

- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:

Exemplary or Proficient

Move to a Self-Directed plan

Needs Improvement

Move to Directed plan

Unsatisfactory

Move to termination