Self-Directed Growth Plan Cycle

2 years

**Self-Assessment**
- By 10/1, educator submits summary of self-assessment

**Goals & Action Plans**
- By 10/1, educator proposes a student learning and a professional practice goal in EDFS
- By 11/1, evaluator completes educator plan by approving goals and action steps

**Plan Implementation**
- Educator implements action plan
- Educator and evaluator collect evidence through artifacts and observations
- Evaluator completes at least one unannounced observation any time during the cycle

**Formative Evaluation**
- Midway through the cycle, evaluator prepares assessment and makes rating
- By 6/1 of the 1st year, evaluator enters FE in EDFS
- Rating determines next steps:
  - Proficient or Exemplary: Plan continues
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

**Summative Evaluation**
- At the end of the cycle, evaluator prepares assessment and makes rating
- Rating determines next steps:
  - Exemplary or Proficient: Begin next Self-Directed plan
  - Needs Improvement: Move to a Directed plan
  - Unsatisfactory: Move to an Improvement plan

- By 5/15 of the 2nd year, enter SE in EDFS
- By 6/1 of the 2nd year, meet with educators being rated N.I. or Unsat.