




Ratings & Implications

Purpose

The rating and feedback from one evaluation cycle establishes the groundwork for future development. An educator's overall rating from a summative evaluation determines what type of plan is appropriate for the next evaluation cycle.

Rating		New Plan
Exemplary or Proficient		Self-Directed Growth
Needs Improvement		Directed Growth
Unsatisfactory		Improvement

Exceptions

- If an educator on an Improvement Plan receives an overall rating of Unsatisfactory, the next step is to move towards dismissal.
- Educators cannot be on Directed Growth Plans twice in a row. An educator must receive an overall rating of Proficient or Exemplary at the conclusion of a Directed Growth Plan to move to a Self-Directed plan; otherwise s/he will be placed on an Improvement Plan.
- Provisional teachers may remain on a Developing Educator Plan for up to three school years at the discretion of the evaluator, until they achieve permanent teacher status. Evaluators may opt to keep new teachers on a Developing Educator plan for their first year of permanent status as well.