

OV TEACHER EVALUATION PROCESS

**ANNUAL EVALUATION GOAL
AND/OR IAP FORM**
Completed *every year*
by certified staff

Do
this

- #1 Review data to identify needs for goals
- #2 Complete SMART goal worksheet
- #3 Admin and teacher complete Annual Evaluation Goal (AEG) sheet for both goals; data to be included

**Not time
for 3 yr.
eval?**

Do this...

ANNUAL EVALUATION GOAL:

- #4 Teacher provides instruction and collects data
- #5 Information from multiple observations can be used for evaluations
- #6 Admin and teacher meet in the spring to finalize the evaluation

**Time
for 3 yr.
eval?**

**Proba-
tionary
or IAP?**

Do this...

3 YEAR, PROBATIONARY and/or IAP EVALUATIONS:

- #4 Teacher reviews & brings evaluation rubrics to fall conference
- #5 Admin & teacher reviews rubric & performance evaluation form & creates goals
NOTE that in the evaluation rubrics:
 - Section IV, Student Achievement, rating is based on AEG for student growth, goal #1
 - Section V, Professional Responsibilities, rating is based on AEG for teacher growth, goal #2
- #6 Teacher provides instruction and collects data
- #7 Information from multiple observations can be used for evaluations
- #8 Admin and teacher meet in the spring to finalize the evaluation