

<b>Process</b>	<b>Pre-Assessment</b>		<b>Goal Setting</b>	<b>Formative Assessment</b>			<b>Summative Assessment</b>		
	<p><b>Initial Reflection:</b> Self Assessment Tool. As a result of this reflection teachers will identify which criteria they'd like to focus on for professional growth.</p> <p><b>Formal Observation:</b> First gathering of evidence in the setting of a complete lesson observation before the end of October.</p>		<p><b>Goal Setting Conference:</b> Review the first collections of evidence and self assessment.</p> <p>Teacher and principal</p> <ul style="list-style-type: none"> <li>Determine area of growth</li> <li>Determine area of student growth</li> </ul>	<p><b>Additional Evidence Gathering:</b> Collection of evidences and artifacts via walk through observations, or formal observations, artifact submissions etc.</p> <p><b>Mid Year Rubric Discussion:</b> Formal conversation associating evidence to each rubric. Discuss progress toward professional growth goals and student growth goals.</p> <p><b>Follow Up Action Planning:</b> Based upon the current evidence agree upon next steps for further evidence collection.</p>			<p><b>Final Evidence Gathering:</b> Complete Action Plan to gather evidence</p>		<p><b>Summative Evaluation Prepared:</b> Based on the collection of evidence gathered by principal and teachers</p> <p><b>Summative Reflection Conferences:</b> Discuss the summative evaluation and summative teacher reflection.</p>
<b>Timeline</b>	<b>September</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>
	<ul style="list-style-type: none"> <li>Initial Reflection: <u>Prior to Formal Observation</u></li> </ul>	<ul style="list-style-type: none"> <li>Formal Observation: <u>Before October 31</u></li> </ul>	<ul style="list-style-type: none"> <li>Goal Setting Conference <u>Before November 30th</u></li> </ul>	<ul style="list-style-type: none"> <li>Gathering of additional evidence continues</li> <li>Mid Year Mtg.—Follow up plans are formed as a result of the mtg.</li> <li>Before <u>Spring Break</u></li> </ul>			<ul style="list-style-type: none"> <li>Last date for evidence submissions is <u>April 30th</u></li> <li>Summative Reflections to be completed by <u>April 30th</u></li> </ul>	<ul style="list-style-type: none"> <li>Summative Evaluations Due <u>May 31st</u></li> <li>Summative Reflection Conference: <u>Before May 31st</u></li> </ul>	
<b>Cohort 1 Support</b>	<b>Criterion Evidence Parties</b>	<b>Criterion Evidence Parties</b>	<b>Goal Setting and Writing</b>	<b>Criterion Evidence Collaboration</b>	<b>Mid Year Check In</b>	<b>Summative Reflections</b>	<b>Feedback Meeting:</b>		
	<p>3:30-4:30 Board Room Criterion 1 &amp; 5 <u>September 9</u> Criterion 2 &amp; 3 <u>September 23</u></p> <ul style="list-style-type: none"> <li>Discussing possible evidences per each criterion and practice assigning them to the rubric</li> </ul> <p>(Optional)</p>	<p>3:30-4:30 Board Room Criterion 4&amp;6 <u>October 14</u> Criterion 7&amp;8 <u>October 28</u></p> <ul style="list-style-type: none"> <li>Discussing possible evidences per each criterion and practice assigning them to the rubric</li> </ul> <p>(Optional)</p>	<p>3:30-4:30 Board Room <u>November 4</u></p> <ul style="list-style-type: none"> <li>Selecting an area for professional growth</li> <li>Writing goals for professional growth and student growth</li> </ul> <p>(Optional)</p>	<p>3:30-4:30 Board Room <u>December 9</u></p> <ul style="list-style-type: none"> <li>Collaborating and sharing our evidences per each criterion and assigning them to the rubric</li> </ul> <p>(Optional)</p>	<p>3:30-4:30 Board Room <u>January 13</u></p> <ul style="list-style-type: none"> <li>Reviewing the evidence to date and determining what further evidence you'd like collected or to submit.</li> <li>Develop Follow Up Action Plan</li> </ul> <p>(Optional)</p>	<p>3:30-4:30 Board Room <u>April 14</u> Completing a Summative Reflection</p> <p>(Optional)</p>	<p>3:30-4:30 Board Room <u>May 12</u> Discuss the evaluation process and offer feedback</p> <p>(Optional)</p>		