

## **434 TEACHER PROFESSIONAL GROWTH, REFLECTION AND EVALUATION PLAN**

Our school district is committed to developing the highest quality, most engaging, and professional educators. Education professionals will possess the skills necessary to enhance the 21<sup>st</sup> century learning our students will need to be successful, as well as maximize both academic achievement and educational opportunities.

The purposes of our district's teacher evaluation plan are: (1) measure the performance and growth of individual teachers; (2) guide teachers as they reflect upon their effectiveness; (3) serve as the basis for instructional support and improvement; and (4) guide school and district professional development programs.

The school district's Teacher Professional Growth, Reflection and Evaluation plan has the following components:

1. McRel Teacher Evaluation System Utilizing the Five Professional Teaching Standards;
2. Individual Teacher Portfolios/E-folios (optional);
3. Student Learning Goal(s); and
4. Teacher Improvement Process for Continuing Contract Teachers.

### **ADMINISTRATIVE EVALUATION OF CONTINUING CONTRACT TEACHERS**

Continuing contract teachers will be evaluated annually within a three-year professional review cycle including one summative evaluation to be completed by an evaluator and two evaluations to be completed in collaboration with an instructional coach or evaluator. During the year in which a continuing contract teacher participates in a summative evaluation, the evaluator should conduct at least three points of contact, including at least one observation in the teacher's instructional setting.

### **ADMINISTRATIVE EVALUATION OF PROBATIONARY TEACHERS**

Probationary teachers will be administratively observed and evaluated in various teaching settings a minimum of three times per school year. Observation and evaluation will occur once before each of the following dates: November 15; February 1; and April 15. The evaluations will be shared with the teacher in a conference setting.

Probationary teachers will achieve continuing contract rights pursuant to Minnesota law. Probationary teachers being recommended for contract renewal will receive such notice from their administrator approximately sixty (60) days from the end of the fiscal year. The school board will act to terminate the individual teaching contracts of probationary teachers not receiving a renewal of their employment with the school district prior to the July 1 deadline.

**Legal Reference:** Minn. Stat. § 122A.40 (Employment; Contracts; Termination)

Policy Adopted: August 10, 1970 / Amended: February 9, 1987 / July 11, 1994 / January 4, 1999 / May 11, 2009 / November 10, 2014 / January 2016 / December 2017  
Independent School District No. 110  
Waconia, Minnesota