

| 8/28-10/06/17   |  | Current Year  |  | by 5/16/18  |  | Next Year   |  |
|---|--|---|--|---|--|---|--|
| Weeks 1-6   |  | Weeks 6 through End-of-Year Conferences   |  | At Least 15 Days Prior to the Last Day of Instruction   |  | Weeks 1-6   |  |
| <b>Teacher Orientation</b><br>(No later than the first three weeks of school and at least two weeks before the first observation) by 9/15/17  |  | <b>Teacher Orientation for Late Hires</b>   |  | <b>End-of-Year Conferences</b>  |  | <b>Teacher Orientation for teachers new to T-TESS, the district, and when district policy has changed from the last orientation.</b><br><i>(No later than the first three weeks of school and at least two weeks before the first observation)</i>  |  |
| <b>Goal-Setting and Professional Development (GSPD) Plan</b> by 10/06/17 <ul style="list-style-type: none"> <li>- Submitted to the appraiser for approval within six weeks from the day of completion of the orientation.</li> <li>- A GSPD Conference is required for a teacher is the first year of appraisal under T-TESS and teachers new to the district.</li> </ul> |  | <b>Goal-Setting and Professional Development Plan for Late Hires</b> <ul style="list-style-type: none"> <li>- Submitted to the appraiser within six weeks from the day of the completion of the orientation.</li> </ul> |  | <ul style="list-style-type: none"> <li>- Review summative scores for Domains I, II and III</li> <li>- Review the data and evidence gathered throughout the appraisal year for Domain IV, including the teacher's evidence for this domain/dimensions</li> <li>- Review results of the performance of the teachers' students</li> <li>- Review potential goals and professional development plans for the next school year</li> </ul> <i>Note: Domain 4 is not scored until after the teacher has been afforded an opportunity to present evidence related to each of the four dimensions during the end-of-year conference.</i> |  | <b>Goal-Setting and Professional Development (GSPD) Plan</b> <ul style="list-style-type: none"> <li>- <i>Returning teachers review the goal(s) established at the EOY Conference to determine if changes are needed, and submit within first six weeks of instruction.</i></li> <li>- <i>New teachers are guided through the GSPD process to self-assess, develop goals, and establish a professional development plan, then submit within six weeks of the orientation.</i></li> </ul> |  |
| <b>Informal observations and walkthroughs with ongoing feedback to support and develop teacher practices</b>  |  |   |  |   |  |   |  |
|   |  | <b>Formal observation window established per local policy – Excludes/prohibits observations in the two weeks following the orientation</b>  |  |   |  |   |  |