

Timelines for Evaluation Procedures NC Educator Effectiveness System (NCEES) for Teachers	
ALL TEACHERS MUST RECEIVE A SUMMARY EVALUATION EACH YEAR.	
<u>Evaluation Cycle for Beginning Teachers</u>	<u>Evaluation Cycle for Experienced Teachers</u>
This evaluation plan should be used to evaluate Beginning Teachers: Teachers who are in the first three (3) years of teaching and who hold a Standard Professional 1 License (SP1). This category also includes Emergency Permit and Lateral Entry Teachers.	This evaluation plan should be used to evaluate experienced teachers who are not career, have a Standard Professional 2 License (SP2), and at least three (3) years of teaching experience.
Orientation within first ten days of school that includes the following: <ul style="list-style-type: none"> • Rubric for Evaluating North Carolina Teachers • Copy of Policy TCP-C-004 • Schedule for completing all components of the evaluation process 	Orientation within first ten days of school that includes the following: <ul style="list-style-type: none"> • Rubric for Evaluating North Carolina Teachers • Copy of Policy TCP-C-004 • Schedule for completing all components of the evaluation process
Prior to Oct. 30 th : Self-Assessment/ Rubric for Evaluating North Carolina Teachers	Prior to Oct. 30 th : Self-Assessment/ Rubric for Evaluating North Carolina Teachers
First Observation with Pre-Conference by Oct. 30th (Post- Conference within ten (10) school days)	First Observation with Pre-Conference by Oct. 30th (Post- Conference within ten (10) school days)
Professional Development Plan (PDP)/ IGP by Oct. 30 th signed by the administrator, beginning teacher and the mentor	Professional Development Plan (PDP)/ IGP by Oct. 30 th
Second Observation by January 15 th with Post-Conference within ten (10) school days	Second Observation by January 15 th with Post-Conference within ten (10) school days
Third Observation by April 15 th with Post-Conference within ten (10) school days	Third Observation by April 15 th with Post-Conference within ten (10) school days
Fourth Observation by April 15 th with Post-Conference within ten (10) school days	Fourth Observation by April 15 th with Post-Conference within ten (10) school days
The third or fourth observation must be done by a peer teacher who is not the assigned mentor.	The third or fourth observation must be done by a peer teacher.
<ul style="list-style-type: none"> • Mid-Year and End-of-Year PDP/ IGP Review by April 15th signed by the administrator, beginning teacher, and mentor • Teacher Summary Evaluation by April 15th 	<ul style="list-style-type: none"> • Mid-Year and End-of-Year PDP/ IGP Review by April 15th signed by the administrator and the teacher • Teacher Summary Evaluation by April 15th
Truenorthlogic/NCEES PDP and Plan Type	Truenorthlogic/NCEES PDP and Plan Type
PDP Type	PDP Type
Initial Growth Plan: For teachers who have never been evaluated on the NCEES and for those who received “Proficient” or a higher rating on all five standards of the previous Summary Evaluation	Initial Growth Plan: For teachers who have never been evaluated on the NCEES and for those who received “Proficient” or a higher rating on all five standards of the previous Summary Evaluation
Monitored Growth Plan: For teachers who were rated “Developing” on any standard of the previous Summary Evaluation Rating Form	Monitored Growth Plan: For teachers who were rated “Developing” on any standard of the previous Summary Evaluation Rating Form
Teacher Plan Type: Probationary	Teacher Plan Type: Probationary

Each teacher must receive training on the North Carolina Educator Effectiveness System process prior to any evaluation activities.

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<u>“Career” Teacher Plan Type</u>	<u>“Career Abbreviated” Teacher Plan Type</u>
This plan should be used to evaluate <u>Career/Tenured Teachers with a license expiration date of June 30th 2014</u>	This plan should be used to evaluate <u>Career/Tenured Teachers with a license expiration date in a year after June 30th 2014</u>
Orientation within the first ten days of school that includes the following: <ul style="list-style-type: none"> • Rubric for Evaluating North Carolina Teachers • Copy of Policy TCP-C-004 • Schedule for completing all components of the evaluation process 	Orientation within the first ten days of school that includes the following: <ul style="list-style-type: none"> • Rubric for Evaluating North Carolina Teachers • Copy of Policy TCP-C-004 • Schedule for completing all components of the evaluation process
Prior to November 30 th : Self-Assessment/ Rubric for Evaluating North Carolina Teachers	Prior to November 30 th : Self-Assessment/ Rubric for Evaluating North Carolina Teachers
First Observation with Pre-Conference by November 30 th (Post- Conference within ten (10) school days)	First Abbreviated Observation on Standards One and Four by November 30 th
Professional Development Plan (PDP)/ IGP by November 30 th	Professional Development Plan (PDP)/ IGP by November 30 th
Second Observation with post-conference by February 30 th	Second Abbreviated Observation with post-conference by May 30 th
Third Observation with post-conference by May 30 th	
<ul style="list-style-type: none"> • Mid-Year and End-of-Year PDP/ IGP Review by May 30th • Teacher Summary Evaluation by May 30th 	<ul style="list-style-type: none"> • Mid-Year and End-of-Year PDP/ IGP Review by May 30th • Abbreviated Teacher Summary Evaluation by May 30th
Truenorthlogic/NCEES PDP and Plan Type	Truenorthlogic/NCEES PDP and Plan Type
<p style="text-align: center;">PDP Type</p> <p>Initial Growth Plan: For teachers who have never been evaluated on the NCEES and for those who received “Proficient” or a higher rating on all five standards of the previous Summary Evaluation</p> <p>Monitored Growth Plan: For teachers who were rated “Developing” on any standard of the previous Summary Evaluation Rating Form</p> <p>Teacher Plan Type: Career</p>	<p style="text-align: center;">PDP Type</p> <p>Initial Growth Plan: For teachers who have never been evaluated on the NCEES and for those who received “Proficient” or a higher rating on all five standards of the previous Summary Evaluation</p> <p>Monitored Growth Plan: For teachers who were rated “Developing” on any standard of the previous Summary Evaluation Rating Form</p> <p>Teacher Plan Type: Career Abbreviated</p>

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