For licensed faculty, the evaluation process and the professional development process are inextricably interconnected. Each process supports as well as builds upon the other.

**Evaluation and Professional Development Process for Contract Licensed Faculty: 4-Year Cycle**

- **Professional Growth Plan Meeting (September)**
  - Self-assessment
  - 4J Performance Standards Overview
  - Develop SLGOP
  - Develop Professional Practice Growth Plan
  - Begin Professional Growth Plan Correlating to Year in the Evaluation Cycle
  - Mid-Year Conference

- **Year 1: Summative Evaluation**
- **Year 3: Summative Evaluation**—Professional Practice (Comprehensive Evaluation also possible either year)

- **Performance falls below acceptable 4J standards (Developing or Ineffective)**
  - Proceed to Intensive Support Plan

- **No concerns/Meets or exceeds standards (Model or Effective)**
  - Proceed to Plan of Assistance if needed

- **Years 2 & 4: Professional Development Options**