**Probationary Teacher Effectiveness & Growth: 3-Year Cycle**

### 4J Performance Standards Goal Meeting (beginning of school year)
- Explain/Review Performance Standards
- Develop Student Learning and Growth Objectives Plan
- Develop Professional Practice Growth Plan
- Schedule Formal Observations and Pre-Post Conferences

#### First Performance Evaluation (Probationary Year 1)
- **Formal classroom observations** – minimum of 2
- **Informal observations** – minimum of 4
- **Self-Assessment** Recommended
- **Mid-Year Conference**
- **Summative Evaluation Conference**: Probationary Year 1
- **Conference(s)**

**Concerns present or Ineffective performance**

- **Implement Intensive Support Plan** in Year 1, 2, and/or 3

- **Plan of Assistance** possible in Year 1, 2 or 3

- **Non-renewal possible in Year 1, 2 or 3**

**No concerns present or Effective performance**

- **Second Performance Evaluation (Probationary Year 2)**
  - **Formal classroom observations** – minimum of 2
  - **Informal observations** – minimum of 4
  - **Self-Assessment** Recommended
  - **Mid-Year Conference**
  - **Summative Evaluation Conference**: Probationary Year 2

**No concerns present or Effective performance**

- **Third Performance Evaluation (Probationary Year 3)**
  - **Formal classroom observations** – minimum of 2
  - **Informal observations** – minimum of 4
  - **Self-Assessment** Recommended
  - **Mid-Year Conference**
  - **Summative Evaluation Conference**: Probationary Year 3

**Effective Performance**

- Proceed to Contract Status in the fall and begin Year 1 of the Evaluation Cycle