

<b>TPGES Overview</b>	
<b>Timeline</b>	<b>Evaluation Activity</b>
<b>Must occur within the first thirty (30) working days of each school year</b>	<b>Explanation and Orientation</b> of Certified Evaluation Process with Administration and Staff
<b>On or before September 15:</b>	All teachers reflect on his/her current growth needs based on multiple sources of data and identifies an area or areas for focus. All teachers complete the <b>self-reflection</b> process
<b>On or before October 15:</b>	All teachers, in collaboration with the primary evaluator, create a <b>professional growth goal</b>
<b>On or before November 15:</b>	All teachers, in collaboration with the primary evaluator, create a <b>student growth goal</b>
<b>By November 1:</b>	Mini <b>observation</b> completed by <b>evaluator</b> for Non-Tenured Teacher and Tenured Teachers Ongoing self-reflection by teacher
<b>During November (or March):</b>	<b>Student Voice Surveys</b> during State-Approved Window. The results of the survey will be included as a source of data to inform each teacher's professional practice rating
<b>Between Nov 1 &amp; Feb 1:</b>	<b>Mid-Year Conference</b> <ul style="list-style-type: none"> <li>• Review Professional Growth Plan, Student Growth Goal progress/planning, Student Voice Results (if available)</li> </ul>
<b>Between November 2 &amp; February 1:</b>	Mini <b>observation</b> completed by <b>Peer</b> Ongoing self-reflection by teacher
<b>By February 1:</b>	Second mini <b>observation</b> completed by <b>evaluator</b> for Non-Tenured Teacher and Tenured Teachers Ongoing self-reflection by teacher
<b>Between February 2 and April 15:</b>	Full <b>observation</b> completed by <b>evaluator</b> for Non-Tenured Teacher and Tenured Teachers Ongoing self-reflection by teacher
<b>By April 15:</b>	<b>For those in Summative Year -</b> <ul style="list-style-type: none"> <li>• Professional Growth Plan <b>Review</b></li> <li>• Student Growth Goal(s) <b>Scored</b></li> </ul>
<b>On or before April 15:</b>	Non-Tenured <b>Summative Evaluation Completed</b>
<b>On or before May 1:</b>	Tenured <b>Summative Evaluation Completed</b>
<b>Within 5 working days of the summative conference:</b>	Summative Evaluation <b>Appeal</b>
<b>By May 15:</b>	<b>For those not in Summative Year -</b> <ul style="list-style-type: none"> <li>• Professional Growth Plan <b>Reviewed</b></li> <li>• Student Growth Goal(s) <b>Scored</b></li> </ul>
<b>As Needed Throughout the Process</b>	<b>Corrective Action Plan</b>