

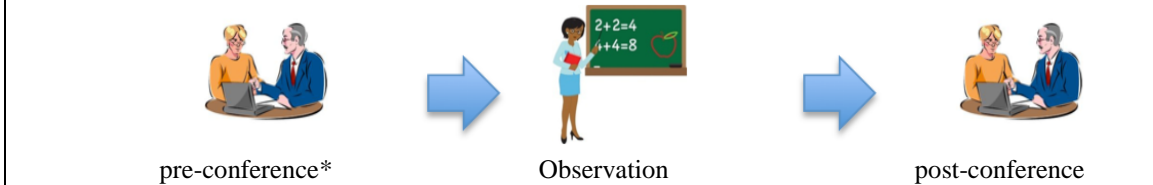


Flow Chart Probationary Contract Staff

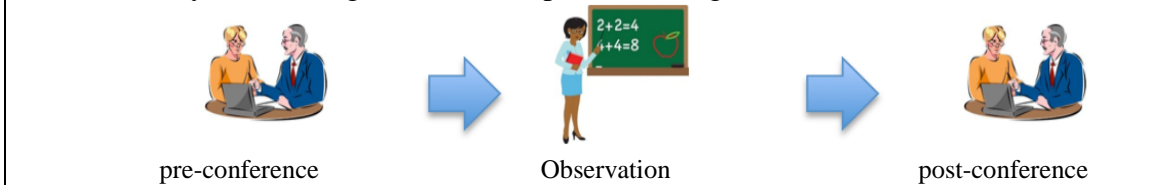
	<p>Teacher completes self-assessment and writes student achievement goal and action plan in collaborative team. (<i>Forms A and A2</i>)</p>
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	<p>Goal Setting Conference* - Appraiser meets with teacher to review self-assessment, Student Achievement goal, building goals and/or department/grade level goals.</p>
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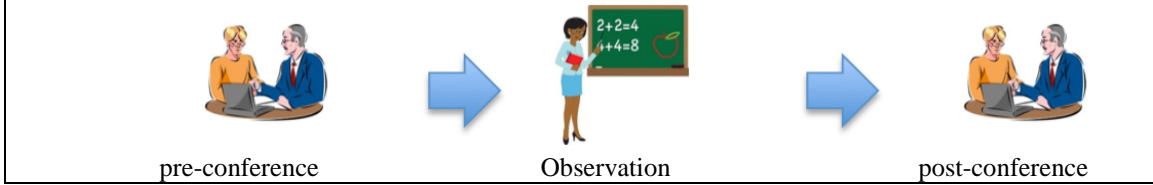
Observation Cycle #1 – Appraiser and Probationary Staff complete the first observation cycle, focusing on Domain 3: Instruction. (*Forms B, C, and D*)**




Observation Cycle #2 – Appraiser and Probationary Staff complete a second observation cycle focusing on an area of professional growth. (*Forms E, F, and G*)



Observation Cycle #3 - Appraiser and Probationary Staff complete a third observation focused on Domain 2: The Classroom Environment. (*Forms H, I, and J*)**



	<p>Summative Conference* – Teacher Submits student achievement goal results and reflection. Appraiser completes the PAS Summative Report and conferences with the probationary staff member. (<i>Form K</i>)</p>
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* The Goal Setting and Summative Conferences may be performed in conjunction with the first pre-conference and last post-conference.

**In Observation 1, Probationary Licensed Staff that use alternate rubrics will focus on the five components designated for Q-Comp – which may not all be in Domain 3.

*** In observation 3, Probationary Licensed Staff that use alternate rubrics will continue to focus on an area of professional growth – not Domain 2.