




Flow Chart Continuing Contract Staff – High Cycle (Year 3)

	<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 licensed staff 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 Licensed Staff complete the first observation cycle, focusing on Domain 3: Instruction. (*Forms B, C, and D*)**




pre-conference*
Observation
post-conference

Observation Cycle #2 – Licensed Staff completes a second observation cycle, focusing on an area of professional growth, with a Peer Evaluator, a Peer of Choice, or a different administrator. (*Forms E, F, and G*)




pre-conference
Observation
post-conference

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



pre-conference
Observation
post-conference

	<p>Summative Conference* – Teacher Submits student achievement goal results and reflection. Appraiser completes the PAS Summative Report and conferences with the licensed 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, 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, Licensed Staff that use alternate rubrics will focus on an area of growth – not Domain 2.