

## Teacher Timeline and Actions

	Mandatory Growth	Provisional Growth, Transitional Growth and Progress Monitoring	Focused Growth
Completed By October 25	<ul style="list-style-type: none"> <li>○ Identify a School-Wide Problem of Practice</li> <li>○ Complete Self-Assessment and Reflection on 5D+ Rubric               <ul style="list-style-type: none"> <li>– Consider Perception Survey Data and Evaluation from Previous School Year</li> <li>– Select Areas for Growth</li> </ul> </li> <li>● Collect Student Data to Learn About Current Students</li> <li>● Attend Data Conference with Evaluator               <ul style="list-style-type: none"> <li>– Set Student Growth Goals</li> </ul> </li> <li>● Attend Plan of Improvement Conference               <ul style="list-style-type: none"> <li>– Plan Action Steps to Take</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Identify a School-Wide Problem of Practice</li> <li>○ Complete Self-Assessment and Reflection on 5D+ Rubric               <ul style="list-style-type: none"> <li>– Consider Perception Survey Data and Evaluation from Previous School Year</li> <li>– Select Areas for Growth</li> </ul> </li> <li>● Collect and Analyze Initial Student Data to Learn About Current Students</li> <li>● Attend Data Conference with Evaluator*               <ul style="list-style-type: none"> <li>– Set Student Growth Goals</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Identify a School-Wide Problem of Practice</li> <li>○ Complete Reflection on 5D+ Rubric               <ul style="list-style-type: none"> <li>– Consider Perception Survey Data and Evaluation from Previous School Year</li> <li>– Select Areas for Growth</li> </ul> </li> <li>○ Collect and Analyze Initial Student Data to Learn About Current Students</li> <li>○ Select one of WA State’s 8 Teacher Evaluation Criteria and Student Growth Criteria for Evaluation</li> </ul>
Completed By December 20	<ul style="list-style-type: none"> <li>● Complete 2 Formal Observation Cycles with Evaluator               <ul style="list-style-type: none"> <li>– Attend Pre-Observation Conferences</li> <li>– Attend Post-Observation Conferences</li> </ul> </li> <li>● Receive Feedback from Informal Walkthroughs</li> <li>○ Complete Research/Literature Review</li> <li>○ Narrow the Scope of the Inquiry as Directed by Administrator</li> <li>○ Refine Inquiry Question</li> <li>○ Write an Initial Cycle of Inquiry Plan of Action as Directed by Administrator               <ul style="list-style-type: none"> <li>– Plan to Collect Student Data and Teacher Data</li> <li>– Plan Instructional Action Steps</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Complete 2 Formal Observation Cycles with Evaluator               <ul style="list-style-type: none"> <li>– Attend Pre-Observation Conferences</li> <li>– Attend Post-Observation Conferences</li> </ul> </li> <li>● Receive Feedback from Informal Walkthroughs</li> <li>○ Complete Research/Literature Review</li> <li>○ Narrow the Scope of the Inquiry</li> <li>○ Refine Inquiry Question</li> <li>○ Write an Initial Cycle of Inquiry Plan of Action               <ul style="list-style-type: none"> <li>– Plan to Collect Student Data and Teacher Data</li> <li>– Plan Instructional Action Steps</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Receive Feedback from Informal Walkthroughs and 1 Scheduled 30 Min Observation (for Criteria 1-6)</li> <li>○ Complete Research/Literature Review</li> <li>○ Narrow the Scope of the Inquiry</li> <li>○ Set Student Growth Goals</li> <li>○ Refine Inquiry Question</li> <li>○ Write an Initial Cycle of Inquiry Plan of Action               <ul style="list-style-type: none"> <li>– Plan to Collect Student Data and Teacher Data</li> <li>– Plan Instructional Action Steps</li> </ul> </li> </ul>

○ Related to the Cycle of Inquiry and/or PLC Work

● Related to Multiple Measures of Evaluation

\* For teachers teaching semester classes, student growth may be measured during first semester and/or second semester

	Mandatory Growth	Provisional Growth, Transitional Growth and Progress Monitoring	Focused Growth
Completed By April 30	<ul style="list-style-type: none"> <li>● Complete 3 Formal Observation Cycles with Evaluators               <ul style="list-style-type: none"> <li>– Attend Pre-Observation Conferences</li> <li>– Attend Post-Observation Conferences</li> </ul> </li> <li>● Complete Action Steps According to Plan of Improvement</li> <li>● Meet with Evaluator About Progress Toward Improvement</li> <li>● Collect Student and Teacher Data</li> <li>● Collect Perception Data</li> <li>○ Share Cycle of Inquiry with Colleagues</li> </ul>	<ul style="list-style-type: none"> <li>● Complete optional 2 or 3 Formal Observation Cycles with Evaluator(s)               <ul style="list-style-type: none"> <li>– Attend Pre-Observation Conferences</li> <li>– Attend Post-Observation Conferences</li> </ul> </li> <li>● Receive Feedback from Informal Walkthroughs</li> <li>○ Meet in Inquiry-Oriented PLCs to Refine Cycles/Support Colleagues</li> <li>● Collect Student and Teacher Data</li> <li>● Collect Perception Data</li> <li>○ Share Cycle of Inquiry with Colleagues</li> </ul>	<ul style="list-style-type: none"> <li>● Receive Feedback from Informal Walkthroughs</li> <li>○ Meet in Inquiry-Oriented PLCs to Refine Cycles/Support Colleagues</li> <li>○ Collect Student and Teacher Data</li> <li>○ Collect Perception Data</li> <li>○ Share Cycle of Inquiry with Colleagues and Submit to Administrator</li> </ul>
Completed By May 15	<ul style="list-style-type: none"> <li>● Attend Data Conference with Evaluator               <ul style="list-style-type: none"> <li>– Share Student Growth Data</li> </ul> </li> <li>● Attend Summative Evaluation Conference</li> </ul>	<ul style="list-style-type: none"> <li>● Attend Data Conference with Evaluator               <ul style="list-style-type: none"> <li>– Share Student Growth Data</li> </ul> </li> <li>● Attend Summative Evaluation Conference</li> </ul>	<ul style="list-style-type: none"> <li>● Receive Summative Evaluation</li> </ul>

- Related to the Cycle of Inquiry and/or PLC Work
- Related to Multiple Measures of Evaluation