

## Teachers – Evaluation Progression

Teachers who began their teaching careers in states other than WV shall be evaluated as a teacher in the Initial Progression. After the initial year and an evaluation, the teacher may be moved to the appropriate progression based on years of experience and an evaluation of accomplished or higher.

Teachers who began their teaching careers in WV, and are returning to the classroom after a hiatus of 3 or more years, are to be evaluated as a teacher in the Initial Progression during their first year's return to the classroom. After the initial year and an evaluation, the teacher may be moved to the appropriate progression based on years of experience and an evaluation of accomplished or higher.

### Progressions:

**Initial** - (teachers in their 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> year of experience) – minimum of 4 observations, 2 scheduled during instructional activities

**Intermediate** - (teachers in their 4<sup>th</sup>, or 5<sup>th</sup> year of experience) – minimum of 2 observations, one scheduled during an instructional activity

**Advanced** - (teachers in their 6<sup>th</sup> year of experiences and beyond)  
– No observations required, but may be requested

OBSERVATIONS = Required to be the length of one lesson, but not less than 30 minutes. Conference follows within 10 days.

Department of Education recommends all Permanent and Long Term Substitute teachers to be evaluated

## **EVALUATION PROCESS FOR TEACHERS**

All teachers shall participate in an annual summative evaluation conference 1) on or before the teacher's final day in the classroom for the school year, **OR** on or before June 15 of the school year (whichever occurs first). The evaluation is recorded in the online evaluation system.

**INITIAL PROGRESSION (1-3 years of experience)** = Observe a minimum of 4 times for the summative performance evaluation.

Two (2) observations shall be scheduled with the classroom teacher, and shall be conducted during an instructional activity.

First instructional observation completed on or before November 1

Second observation to be completed between November 1 and January 1

Third observation to be completed between January 1 and March 1

Final observation to be completed between March 1 and May 1

**INTERMEDIATE PROGRESSION (4-5 years of experience)** = Observe a minimum of two (2) times for the summative performance evaluation. The supervisor shall schedule one (1) of the two (2) observations with the teacher.

First observation to be completed on or before November 1

Second observation to be completed on or before May 1

**ADVANCED PROGRESSION (6 years of experience or more)** = Teachers may request an observation(s) be conducted by the evaluator. The evaluator shall conduct the requested observation(s) within the timeframe established through communication between educator and evaluator.

Evaluators may observe teachers at any time

Lesson plans may not be used as a substitute for observations