# SOESD’s Teacher Evaluation & Support System

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| **Initial Professional Growth Conference**Conference with supervisor to set annual professional growth goals and plan collection of evidence**Goal Setting**Written professional growth goals due to supervisor **Observation / Collection of Evidence**At least two observations within the evaluation cycle (including one formal observation); one form of evidence per each standard collected throughout the evaluation cycle | **Mid-Year Review: Formative Assessment/Demonstration of Evidence Collection/Goal Review**Conference with supervisor to review status of performance, evidence collection, and progress towards professional growth goals**Summative Evaluation**Conference with supervisor to review a written evaluation (Year 1-Probationary, Year 2-Contract)Note: “Probationary” dates also apply to non-TSPC licensed staff within their first three years |