

GUIDELINES FOR EDUCATOR EVALUATION AND PROFESSIONAL GROWTH

General Provisions for the Evaluation of Teachers:

1. All evaluations will be completed using the Tennessee Framework for Evaluation and Professional Growth (Revised 2004) and the LSSD Educator Performance Assessment* (2007).
*Pursuant to Public Chapter No. 376, House Bill 472, of Public Acts, 2007, Section 10, Tennessee Code Annotated, Section 40-5-5205, each principal shall conduct a performance assessment two times within a five-year period for every educator with at least one year between assessments and not during a year in which a formal evaluation occurs (one formal evaluation required per five years after receiving tenure and/or professional license).
2. Principals shall determine the assessment requirements for their faculty on a yearly basis. In alignment with the above requirements and LSSD procedures for evaluation, the following is a **sample** ten year calendar coordinating the Framework for Evaluation and Professional Growth and the LSSD Educator Performance Assessment beyond achieving tenure and/or a professional license:

Year 1-3	Comprehensive Assessment (Tenure Recommendation/ Possible License Recommendation)

Year 4	Complete Future Growth Plan
Year 5	LSSD Educator Performance Assessment
Year 6	Complete Future Growth Plan
Year 7	Comprehensive or Focused Assessment
Year 8	LSSD Educator Performance Assessment
Year 9	Complete Future Growth Plan
Year 10	Comprehensive or Focused Assessment
Year 11	LSSD Performance Assessment
Year 12	Complete Future Growth Plan
Year 13	LSSD Performance Assessment

3. All non-tenured educators (regardless of licensure status) and apprentice educators will complete the Comprehensive Assessment process. Professionally licensed and tenured educators will be evaluated once in a five-year period using the Comprehensive Assessment process at self-request or upon recommendation of the principal/administrator. Focused Assessment may be offered to the tenured, professionally licensed educator by the principal/administrator.
4. Professionally licensed and tenured educators will be provided verbal and written performance feedback using the LSSD Educator Performance Assessment as noted in item #1 and according to the directions noted in the Educator Performance Assessment section.
5. All evaluations and performance assessments will be tied to the Tennessee performance standards within the Framework for Evaluation and Professional Growth.
6. The principal shall be responsible for the final evaluation decisions and for determining when an educator should be evaluated.