

## 2018-2019 KCS Evaluation Timeline

COMPREHENSIVE PLAN TYPE		Teacher - STANDARD PLAN TYPE		Teacher - ABBREVIATED PLAN TYPE	
Teachers with Less than 3 Years Experience BT 1, 2 and 3; All LE teachers		Teachers with three full years of experience and in their License Renewal Year OR Teachers with less than one full year of experience in KCS		Teachers with three full years of experience and NOT in their License Renewal Year	
ACIVITY	TARGET DATE	ACIVITY	TARGET DATE	ACIVITY	TARGET DATE
Training and Orientation <i>(Within two weeks of the teacher's first day)</i>		Training and Orientation <i>(Within two weeks of the teacher's first day)</i>		Training and Orientation <i>(Within two weeks of the teacher's first day)</i>	
Self-Assessment	8/31/18	Self-Assessment	8/31/18	Self-Assessment	8/31/18
PDP	9/7/18	PDP	9/7/18	PDP	9/7/18
Obs 1: Full Admin w/ preconf	10/26/18	Obs 1: Full w/ preconf	10/26/18	Obs. 1: Abbr. 1 & 4 (May use full)	12/20/18
Obs 2: Full Admin or Peer*	12/20/18	Obs 2: Full	12/20/18	PDP Mid Year	12/20/18
PDP Mid Year	12/20/18	PDP Mid Year	12/20/18	Obs. 2: Abbr. 1 & 4 (May use full)	3/22/19
Obs 3: Full Admin or Peer*	3/22/19	Obs 3: Full	3/22/19	PDP EOY & Summary Eval. (1&4)	5/3/19
Obs 4: Full Admin	5/3/19	PDP EOY & Summary Eval. (1-5)	5/3/19	Note: If a full observation is done, Summary=1-5	
PDP EOY & Summary Eval. (1-5)	5/3/19				

**COMPREHENSIVE PLAN TYPE** = Anyone in year 1, 2, 3, in their teaching career, all BTs and Lateral Entry teachers. Anyone Hired 12/1/2015 or later

Everyone on the Comprehensive Plan Type requires a Peer observation. You'll need to assign peer observers for all staff members evaluated on the Comprehensive Plan Type.

*Note: If you are recommending non-renewal of a teacher on the Comprehensive Plan Type the deadline for completion of all observations and summary evaluation moves up to 4/13/19. Make sure that you communicate early in the year any staff member that you believe will fall in this category.*

**STANDARD PLAN TYPE** = Teachers with more than 3 consecutive years of experience **AND** in their License Renewal Year **OR** Teachers with less than one full year of experience in KCS

**ABBREVIATED PLAN TYPE** = Teachers with more than 3 consecutive years of experience **AND NOT** in their License Renewal Year or teachers in ReStart Schools that are not Beginning Teachers.

**Support Staff: Media, Instructional Technology Facilitator, School Counselor, Social Workers, Psychologist and Teacher Leadership Specialist**  
This year in NCEES, each of these have their own Support Evaluation Plans (Comprehensive & Standard). The number of observations depends on the plan type that the employee aligns with (same as for regular teachers):

- Comprehensive Support Staff--3 full observations (Anyone in years 1, 2 or 3)
- Standard Support Staff--3 full observations (Support Staff with more than 3 consecutive years of experience and in their LICENSE RENEWAL YEAR.)

All plan types require Training/Orientation, Self-Assessment, PDP (BOY, MOY, and EOY) and Summary Evaluations. The first full observation should always have a pre-conference.

### THE ONLY CATEGORY NOT in NCEES

- Speech-Language Pathologists - - Mark "No Evaluation"
- One formal observation required

Fillable forms for these observations can be found at the following website:  
<http://ncees.ncdpi.wikispaces.net/Support+Staff>

\*Additional observations can always be completed if needed for areas of concern or performance