

# CERTIFICATED EVALUATION/ GROWTH AND DEVELOPMENT TIMELINES

## 2021-2022 SCHOOL YEAR

### For SDEA Unit Members Working 184 Days

Article 14 Stull Evaluation Process		E3 PILOT GROWTH AND DEVELOPMENT PROCESS	
<b>Staff Meeting</b> (1 <sup>st</sup> 4 weeks of pupil attendance)	August 30 - September 24, 2021	<b>E3 Overview Meeting</b> Step 1	August 25 – September 30, 2021
<b>Objectives/Assessment</b> Discussion Conference (no later than 35 calendar days after school starts)	October 4, 2021	<b>Reflection on Student Data and Self- Assessment</b> Step 2	September 1- October 29, 2021
<b>Employee Turns In Written Objectives, Criteria and Assessment Techniques To Supervisor</b> (10 workdays after conference)	October 18, 2021	<b>Collaborative Goal Setting Conference</b> Step 3	September 15- October 29, 2021
<b>Supervisor Review of Objectives</b> (Must approve or disapprove within 10 workdays)	November 1, 2021	<b>Visits/ Reflective Conversations/ Scheduled Observations</b>	October 1, 2021- January 31, 2022
<b>Last Day Progress Check/ Remediation Plan</b> For Prob 2 (50 work days before summary evaluation report)	November 17, 2021	<b>Mid-Year Check In</b> Step 4	January 1- February 15, 2022
<b>Last Day Progress Check/ Remediation Plan</b> For Prob 1, Intern & Permanent (50 work days before summary evaluation report)	February 9, 2022	<b>Visits/ Reflective Conversations/ Scheduled Observations</b>	January 17- April 29, 2022
<b>Summary Evaluation Draft</b> For Prob 2 Discussion, meeting, Then final copy (3 <sup>rd</sup> Friday of February) <b>Due no later than</b>	February 17, 2022*	<b>Summary Growth Conference</b> Step 5	May 1- 31, 2022
<b>Summary Evaluation Draft</b> For Prob 1, Permanent, Leave Replacement, Restricted, Intern Discussion, meeting, then final copy (Last work day in April for traditional) <b>Due no later than</b>	April 29, 2022		
<b>Evaluation Due to Employee</b> Not later than 30 calendar days prior to the last day of school	May 13, 2022		

Earlier timelines are established for evaluation of certificated unit members whose performance has been evaluated as "requires improvement" or "unsatisfactory" during the previous school year (see Collective Bargaining Agreement).

Timelines may vary for unit members working an individual calendar.

\* The third Friday in February is a holiday as is the following Monday.