

## 2025-2026 INSTRUCTIONAL PERFORMANCE EVALUATION TIMELINE

### August Pre-Planning

Group Orientation to be held for all certificated personnel with explanations of:

- **Competencies, Ratings, Procedures, Forms, and Performance Measures**

### Private Conferences

Hold a private conference with each teacher who received a Developing/Needs Improvement score or below on the final teacher performance summative evaluation the previous year.

Categories	September	October	November	December	January	February	March	April/May
<b>Category I</b> (1 – 3 years: New teachers or teachers new to the district)  Formal – 2 Informal – 2 Mid-year Summative – 1 EOY Summative - 1	<div>Conduct Formal &amp; Informal Observations</div> <div>Deliberate Practice Plan due 10/17</div>		Informal #1 Due 11/1	Formal #1 Due 12/15	Midyear Summative Due 1/15/26  * Potential Unsatisfactory Letters Distributed  * Growth Plan must begin by 1/19/26 for teachers with the potential to receive an unsatisfactory evaluation.	Informal #2 Due 2/28  <div>Conduct Formal &amp; Informal Observations</div>		Formal #1 Due 4/15  <i>Signed EOY Summative Evaluations due to HR by 5/8/26</i>
	Semester 1 (Completed by 12/15)				Semester 2 (Completed by 4/30)			
<b>Category II &amp; III</b> (4 or more years teaching experience, but not new to the district)  Formal – 1 Informal – 1 EOY Summative – 1	<div>Conduct Formal &amp; Informal Observations</div> <div>Deliberate Practice Plan due 10/17</div>			Informal #1 Due 12/15	* Potential Unsatisfactory Letters Distributed  * Growth Plan must begin by 1/19/26 for teachers with the potential to receive an unsatisfactory evaluation.	<div>Conduct Formal &amp; Informal Observations</div>		Formal #1 Due 4/15  <i>Signed EOY Summative Evaluations due to HR by 5/8/26</i>