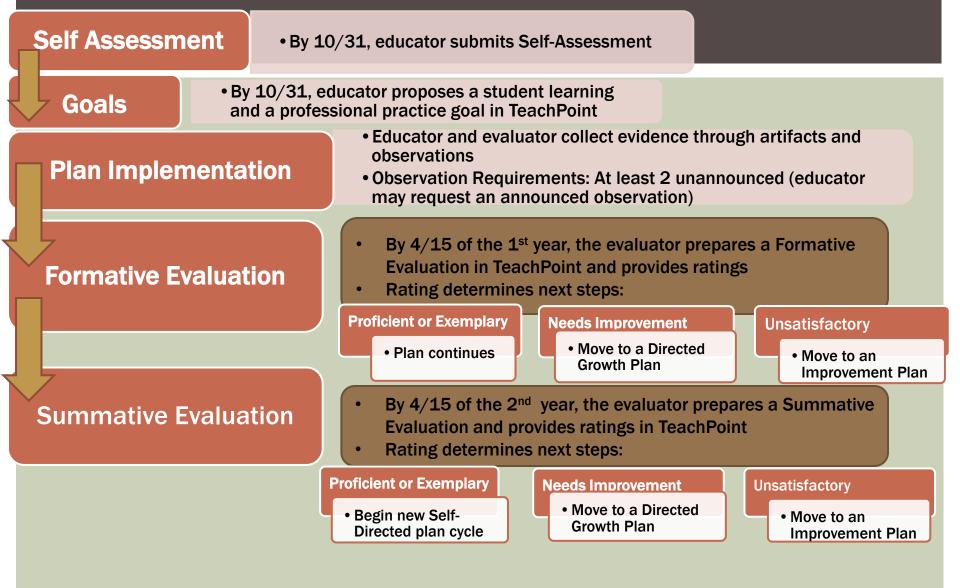
EDUCATOR PLANS OVERVIEW

Lowell Public Schools Office of Personnel & Recruitment

EDUCATOR PLANS

- Educator Plan: The growth or improvement actions identified as part of each educator's evaluation. The type of plan is determined by the Educator's career stage, overall performance rating, and impact on student learning, growth, and achievement.
- 1. <u>Self-Directed Growth Plan</u>- A plan developed by the educator for one or two school years for educators with PTS who are rated proficient.
- 2. <u>Developing Educator Plan</u>- A plan developed by the educator and evaluator for one school year or less for an educator without PTS; or at the discretion of an evaluator for an educator in a new assignment.
- 3. <u>Directed Growth Plan</u>- A plan developed by the educator and evaluator of one school year or less for educator with PTS who are rated needs improvement.
- 4. Improvement Plan- A plan developed by the evaluator of at least 45 school days, and no more than one school year for educators with PTS who are rated unsatisfactory with goals specific to improving the unsatisfactory performance.

TWO YEAR SELF-DIRECTED GROWTH PLAN CYCLE



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DIRECTED GROWTH PLAN CYCLE UP TO 1YEAR

			• Evalu deadl	ator directs educator t ine	o sub	liscuss evaluation and mit Self Assessment b als. or the evaluator se	y a det	termined
			ucator and evaluator may co-create goals, or the evaluator sets goals based on evious feedback by a determined deadline					
	Plan Implementation		 Educator implements goals and action plan Educator and evaluator collect evidence through artifacts and observations Observation Requirements: At least 2 unannounced (educator may request an announced observation) 					
	Formative Assessment			 Midway through the cycle, evaluator prepares a Formative Assessment and provides ratings. Evaluator and educator meet to discuss the assessment. The plan continues. Modifications to goals/action plan may be suggested based on Formative Assessment rating and feedback. 				
	Summative Ev	valua	tion	 At the end of the Evaluation and presented of the Evaluation and presented of the Rating determine 	ovide		e Sum	mative
				Proficient or Exemplary		Needs Improvement	Un	satisfactory
Lowell Dublic Cohoolo		• Move to a Self- Directed Growth plan		Move to an Improvement Plan		Move to an Improvement Plan		
	ell Public Schools ce of Personnel & Recruitme	ent 7.27.2	015					

IMPROVEMENT PLAN CYCLE 45 SCHOOL DAYS-1 YEAR

	Self Assessment • Ev de • Educator and		ducator and evaluator meet within 10 days of assigning the new plan valuator directs educator to submit Self Assessment by a determined eadline				
			d evaluator may co-create goals, or the ts goals based on previous feedback				
	Plan Implementation Formative Assessment Summative Evaluation		 Educator implements goals and action plan Educator and evaluator collect evidence through artifacts and observations Observation Requirements: At least 2 unannounced (educator may request an announced observation) See Observation Chart* 				
			 Midway through the cycle, evaluator prepares a Formative Assessment and provides ratings. Evaluator and educator meet to discuss the assessment. The plan continues. Modifications to goals/action plan may be suggested based on Formative Assessment rating and feedback. 				
			 At the end of the cycle, the evaluator prepares a Summative Evaluation and provides ratings. Ratings determine next steps: 				
	ell Public Schools ce of Personnel & Recruitme	ent 7.27.2015	Move to a Self- May	nprovement recommend nissal	Unsatisfactory • May recommend dismissal		

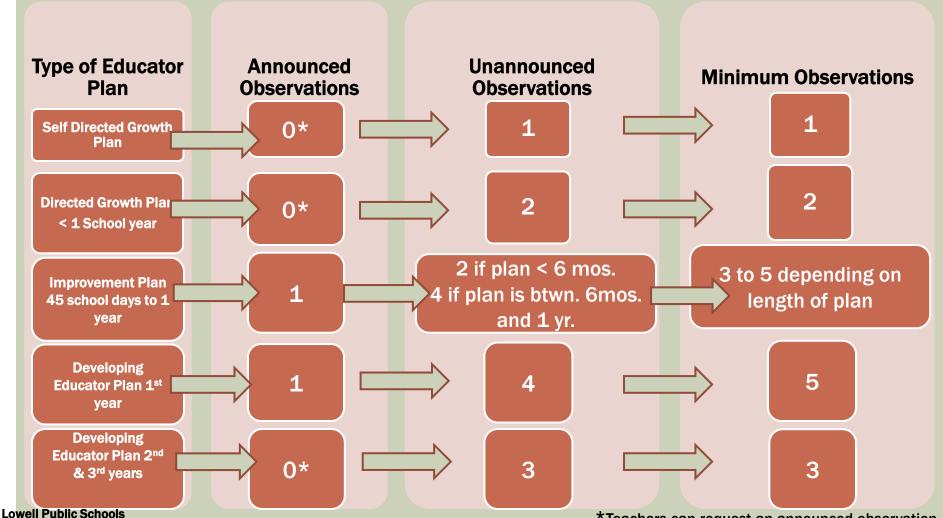
DEVELOPING EDUCATOR PLAN CYCLE 1ST-3RD YEAR (NON-PTS OR NEW ROLE)

• By 10/31, educator submits Self-Assessment					
 By 10/31, evaluator meets with 1st year educators to assist with Self-Assessment and Goal Setting By 10/31, educator proposes a student learning and a professional practice goal in TeachPoint – approve by evaluator 					
 Educator and evaluator collect evidence through artifacts and observations Evaluator completes at least 1 announced and 4 unannounced observation in the 1st year, and 3 unannounced in the 2nd/3rd year. By 11/15, evaluator must complete first observation 					
• By 1/15, evaluator prepares a Formative Assessment and decides rating					
 By 4/15, evaluator prepares Summative Evaluation and decides rating. Ratings may necessitate goal/action plan modifications. Educators in 3rd year must receive a proficient rating on each standard on the Summative in order to obtain Professional Teaching Status 					

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OBSERVATION CHART

First observation by 11/15



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*Teachers can request an announced observation