

TRACK II A

TEAM

WHO:

- Teachers in Track IIA are tenured teachers who successfully perform at district standards described in the Framework for Professional Practice for Teachers.

PURPOSE:

The purpose of Track II is four-fold:

1. To positively impact student learning.
2. To foster professional growth in pursuit of excellence.
3. To promote reflection on practice.
4. To enhance the process of school improvement.

PROCESS:

Step One – Self-Assessment: The teacher completes a self-assessment using the TEAM Rubrics and completing the Teacher Self-Assessment Checklist on the rubrics found in the TEAM documents.

Step Two – Planning Conference: The teacher brings the completed Self-Assessment Checklist to the conference. The teacher and administrator discuss areas of strength and areas for growth from the worksheets and collaborate to develop goals for a *Self-Directed Teacher Enhancement Plan*.

Step Three – Self-Directed Teacher Enhancement Plan: The teacher will write the *Self-Directed Teacher Enhancement Plan* based on the minimum of two goals and one goal must be from Domain Five (Student Growth). Upon agreement about the written *Self-Directed Teacher Enhancement Plan*, both teacher and administrator add their signatures to the *Plan*. Guidelines and suggestions for goal setting are provided.

Step Four – Mid-Year Conference: The administrator holds at least one mid-year conference to discuss the teacher's progress with the goal(s) in the *Self-Directed Teacher Enhancement Plan* and continues to hold informal, ongoing discussions about professional practice with the teacher.

Step Five – Summative Evaluation: The teacher writes the Summative Evaluation and shares with the administrator for review.

Step Six – Summative Evaluation & Conference: The administrator adds comments to the Summative Evaluation and conducts the Summative Conference. Upon discussion of the written Summative Evaluation, both teacher and administrator add their signatures to the document. If there is disagreement about the Summative Evaluation, another conference may be scheduled.