



Definition *Apprentice Teacher* – a teacher who is new to the school system. The apprentice teacher moves to a professional license after having taught 3 years, which is the same time the teacher is eligible to receive tenure.

Apprentice Teacher Year I – 3 observations/evaluations

Apprentice Teacher Year II – 3 observations/evaluations

Apprentice Teacher Year III – 2 observations/evaluations

Professional Teacher – 2 observations/evaluations every 5 years

Framework for Evaluation and Professional Growth Frequently Asked Questions

Who must be evaluated?

All classroom teachers, including special needs teachers, vocational teachers, and specialist area teachers such as art, PE, or music teachers, as well as Library Media Specialist, Counselors, psychologists, etc.

What evaluation model must be used?

The State Framework for Evaluation and Professional Growth must be used according to state law and State Board of Education Policy.

How often must a teacher be evaluated?

A teacher with an Apprentice License must be evaluated every year. A teacher with a Professional License must be evaluated at least two times during the ten-year period of the license.

Of what does an evaluation consist?

Apprentice Teachers, year 1&2: minimum of 3 observations per year with feedback and accompanying documentation. Apprentice Teachers, year 3: minimum of 2 observations per year with feedback and accompanying documentation. Professional Level Teachers: minimum of 2 observations or Focused Assessment

What is the training?

No one may evaluate a teacher until he or she has been trained in the Framework for Evaluation model. The training consists of 3 days spread over several months. After Day 1 training, the evaluator may begin the evaluation process.

How do we evaluate Library Media Specialists, Counselors, School Psychologists, Social Workers, etc?

These educators are evaluated through the Special Groups Model and the Library Media Specialist Model, both of which are taught during a special half-day training.

Evaluation Forms are available at <http://jc-schools.net/teacher/eval-notes.htm>