



# Scotland County Schools 2020-2021

| <u>DATE:</u> | <u>COMPREHENSIVE</u>  | <u>DATE:</u> | <u>STANDARD</u>  | <u>DATE:</u> | <u>ABBREVIATED</u>   |
|--------------|---|--------------|--|--------------|--|
|              | Includes: Beginning/Lateral Entry/Residency/Permit to Teach Teachers (years 1, 2, & 3); Experienced Teachers employed 1 <sup>st</sup> year with SCS |              | Includes: Career Educators with a Continuing License in their <u>Renewal</u> year (expiring 6.30.2021); Experience Teachers employed 3 years or less with SCS; Teachers converting to a SPI License; All support staff |              | Includes: Career Educators in License <u>Non-renewal</u> year, Retirees returning to SCS; Teachers with more than 3 years teaching experience in SCS |
| 08/21/2020   | <----- Training/Orientation completed ----->  |              |  |              |  |
| 09/11/2020   | <----- Self-Assessment completed ----->   |              |  |              |  |
| 10/02/2020   | <----- Initial PDP completed ----->   |              |  |              |  |
| 10/14/2020   | Pre-Conference Before first observation only<br>Formal Observation #1<br>(with post-conference within 10 days)                                      | 10/30/2020   | Pre-Conference Before first observation only<br>Formal Observation #1<br>(post-conference within 10 days)  | 11/20/2020   | Abbreviated Observation #1<br>(Standards 1 and 4 only. Post-conference required only if ratings indicate) (Formal or Informal)                       |
| 12/18/2020   | Formal Observation #2<br>(with post-conference within 10 days)  | 01/29/2021   | Formal Observation #2<br>(post-conference within 10 days)  | 04/01/2021   | Abbreviated Observation #2<br>(Standards 1 and 4 only. Post-conference required only if ratings indicate) (Formal or Informal)                       |
| 01/15/2021   | <----- Mid Year PDP completed ----->  |              |  |              |  |
| 02/05/2021   | Formal Peer Observation<br>(with post-conference)   | -            | -  | -            | -  |
| 03/12/2021   | Formal Observation # 3<br>(with post-conference within 10 days)   | 04/01/2021   | Formal Observation # 3<br>(post-conference within 10 days)   | -            | -  |
| 05/07/2021   | <----- End of Year PDP completed ----->   |              |  |              |  |
| 05/07/2021   | Summative due   | 05/07/2021   | Summative due  | 05/14/2021   | Summative due  |
| 06/30/2021   | <----- All hard copies of Summatives due to HR ----->   |              |  |              |  |

\* *Formal Observations shall last at least 45 minutes or an entire class period.*

\* *Abbreviated/Informal Observations must be for a minimum of 20 minutes in one sitting.*

\*\*\* *All classified employees evaluations are due no later than:  
- December 18, 2020 – Mid-Year & June 30, 2021 – Final*

\* *Assistant Principals: January 22, 2021 – Mid Year Conference Completed & June 11, 2021 – Final Evaluation*

\* *Late Hire Option will be used after February 1<sup>st</sup>, 2021 (Self-Assessment, PDP's, Formal Obs. w/ pre & post conference, Formal Obs. w/ post conference, Peer Obs., Summative)*

\* *No evaluation needed for teachers hired after May 1<sup>st</sup>*