

## Manatee County Teacher Evaluation System (MCTES) 2022-23 Cycle

| A   | A1  | B  | C  | <u>D</u>  |
|---|---|--|--|---|
| <p><b>Teachers New To the Manatee County School District This Year Or Those Who Had More Than A Year's Separation Of Teaching Duty From Manatee County Schools.</b></p> <p><i>(The teacher has never taught in Manatee County or if they have taught in Manatee County before, there was a separation of duty including but not limited to resignation, retirement or leave for <u>more than</u> one year.)</i></p> | <p><b>Teachers New to the Manatee County School District This Year Who Are Hired <u>After November 15<sup>th</sup></u> but before the end of the <u>first 99 days.</u></b></p> <p><u>For teachers hired after the first 99 days administrators should complete an initial screen and a walk for non-evaluative feedback purposes.</u></p> <p><u>*Teachers revert to "A" the following year.</u></p> | <p><b>Teachers In Year Two Or More Previously Rated Less Than Effective In Instructional Practice</b></p>  | <p><b>Teachers In Year Two Or More Previously Rated Effective Or Highly Effective <u>In Instructional Practice</u></b></p>   | <p><b><u>Teachers In Year Two Or More Rated Highly Effective In Instructional Practice In The Previous Three Consecutive Years Of Evaluations</u></b></p>                               |
| <ul style="list-style-type: none"> <li>• 1 walk-through of 7-10 minutes within the first semester with feedback provided to teacher within 3 working days of the walk.</li> </ul>   |   | <ul style="list-style-type: none"> <li>• 1 walk-through of 7-10 minutes within the first semester with feedback provided to teacher within 3 working days of the walk.</li> </ul>                | <ul style="list-style-type: none"> <li>• 1 walk-through of 7-10 minutes in the semester in which the observation occurs with feedback provided to teacher within 3 working days of the walk.</li> </ul>  | <ul style="list-style-type: none"> <li>• <u>1 walk-through of 7-10 minutes during the academic year with feedback provided to teacher within 3 working days of the walk.</u></li> </ul> |
| <ul style="list-style-type: none"> <li>• An Initial Screening visit of at least 20 minutes shall occur within the first 30 <u>working</u> days of initial employment or within the first 30 days of the MyPGS online system going live with feedback provided to the teacher within 5 working days from the initial screening.</li> </ul>   | <ul style="list-style-type: none"> <li>• An Initial Screening visit of at least 20 minutes shall occur within the first 30 working days of initial employment with feedback provided to the teacher within 5 working days from the initial screening.</li> </ul>  | <ul style="list-style-type: none"> <li>• An Initial Screening visit of at least 20 minutes shall occur within the first 30 <u>working</u> days of the MyPGS online system going live.</li> </ul> |  |   |
| <ul style="list-style-type: none"> <li>• Development of Professional Growth Plan/Deliberate Practice (PDP) during first quarter</li> </ul>  | <ul style="list-style-type: none"> <li>• Development of PDP <u>during the first 30 working days</u> adjusted to make them manageable for remaining time in school year</li> </ul>   | <ul style="list-style-type: none"> <li>• Development of PDP during first quarter</li> </ul>  | <ul style="list-style-type: none"> <li>• Development of PDP during first quarter</li> </ul>  | <ul style="list-style-type: none"> <li>• <u>Development of PDP during first quarter</u></li> </ul>  |
| <ul style="list-style-type: none"> <li>• A minimum of one observation of at least 30 minutes prior to December 15th including a pre and post observation conference</li> </ul>  |   | <ul style="list-style-type: none"> <li>• A minimum of one observation of at least 30 minutes prior to December 15th including a pre and post observation conference</li> </ul>                   | <ul style="list-style-type: none"> <li>• A minimum of one observation of at least 30 minutes prior to December 15th or after January 15<sup>th</sup> and prior to May 15<sup>th</sup> including a pre and post observation conference</li> </ul> | <ul style="list-style-type: none"> <li>• <u>A minimum of one observation of at least 30 minutes prior to May 15th including a pre and post observation conference</u></li> </ul>        |
| <ul style="list-style-type: none"> <li>• Post observation conference within ten (10) working days following observation</li> </ul>  |   | <ul style="list-style-type: none"> <li>• Post observation conference within ten <u>working</u> (10) days following observation</li> </ul>  | <ul style="list-style-type: none"> <li>• Post observation conference within ten (10) <u>working</u> days following observation</li> </ul>  | <ul style="list-style-type: none"> <li>• <u>Post observation conference within ten (10) working days following observation</u></li> </ul>   |

| <b>A</b>  | <b>A1</b>   | <b>B</b>  | <b>C</b>  | <b><u>D</u></b>  |
|---|---|---|---|--|
| <ul style="list-style-type: none"> <li>Review of PDP prior to completing mid-year summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul>       | <ul style="list-style-type: none"> <li>Review of PDP <u>if goals need to be adjusted</u>. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul>                     |   |   |  |
| <ul style="list-style-type: none"> <li>Mid-year summative evaluation including student learning growth score at the end of first semester</li> </ul>  |   |   |   |  |
| <ul style="list-style-type: none"> <li>2 walk-throughs of 7-10 minutes each within the second semester with feedback provided to teacher within 3 working days of the walk.</li> </ul>                                      | <ul style="list-style-type: none"> <li><u>One 2 walk-throughs</u> of 7-10 minutes <u>each</u> within the second semester with feedback provided to teacher within 3 working days of the walk.</li> </ul>                    | <ul style="list-style-type: none"> <li>2 walk-throughs of 7-10 minutes each within the second semester with feedback provided to teacher within 3 working days of the walk.</li> </ul>                                      | <ul style="list-style-type: none"> <li>2 walk-throughs of 7-10 minutes each in the semester in which an observation does <i>not</i> occur with feedback provided to teacher within 3 working days of the walk.</li> </ul>   |  |
| <ul style="list-style-type: none"> <li>Observation of at least 30 minutes after January 15<sup>th</sup> and prior to May 15<sup>th</sup> including a pre and post observation conference</li> </ul>                         | <ul style="list-style-type: none"> <li><u>One</u> observation of at least 30 minutes after January 15<sup>th</sup> and prior to May 15<sup>th</sup> including a pre and post observation conference</li> </ul>              | <ul style="list-style-type: none"> <li>A minimum of one observation of at least 30 minutes after January 15<sup>th</sup> and prior to May 15<sup>th</sup> including a pre and post observation conference</li> </ul>        |   |  |
| <ul style="list-style-type: none"> <li>Post observation conference within ten (10) <u>working</u> days following observation</li> </ul>   | <ul style="list-style-type: none"> <li>Post observation conference within ten (10) days following observation</li> </ul>  | <ul style="list-style-type: none"> <li>Post observation conference within ten (10) <u>working</u> days following observation</li> </ul>   |   |  |
| <ul style="list-style-type: none"> <li><u>Teachers complete PDP and Domain 4, Components 4b through 4e by May 1<sup>st</sup>.</u></li> </ul>  | <ul style="list-style-type: none"> <li><u>Teachers complete PDP and Domain 4, Components 4b through 4e by May 1<sup>st</sup>.</u></li> </ul>  | <ul style="list-style-type: none"> <li><u>Teachers complete PDP and Domain 4, Components 4b through 4e by May 1<sup>st</sup>.</u></li> </ul>  | <ul style="list-style-type: none"> <li><u>Teachers complete PDP and Domain 4, Components 4b through 4e by May 1<sup>st</sup>.</u></li> </ul>  | <ul style="list-style-type: none"> <li><u>Teachers complete PDP and Domain 4, Components 4b through 4e by May 1<sup>st</sup>.</u></li> </ul>   |
| <ul style="list-style-type: none"> <li>Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul> | <ul style="list-style-type: none"> <li>Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul> | <ul style="list-style-type: none"> <li>Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul> | <ul style="list-style-type: none"> <li>Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</li> </ul> | <ul style="list-style-type: none"> <li><u>Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</u></li> </ul> |
| <ul style="list-style-type: none"> <li>Annual summative evaluation prior to May 15<sup>th</sup></li> </ul>  | <ul style="list-style-type: none"> <li>Annual summative evaluation prior to May 15<sup>th</sup></li> </ul>  | <ul style="list-style-type: none"> <li>Annual summative evaluation prior to May 15<sup>th</sup></li> </ul>  | <ul style="list-style-type: none"> <li>Annual summative evaluation prior to May 15<sup>th</sup></li> </ul>  | <ul style="list-style-type: none"> <li><u>Annual summative evaluation prior to May 15<sup>th</sup></u></li> </ul>  |