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

Α	A1	В	С	D
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. (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.)	Teachers New to the Manatee County School District This Year Who Are Hired <u>After November 15<sup>th</sup> but before the end of the first 99 days.</u> For teachers hired after the first 99 days administrators should complete an initial screen and a walk for non-evaluatiave feedback purposes. <u>*Teachers revert to "A" the</u> following year.	Teachers In Year Two Or More Previously Rated Less Than Effective In Instructional Practice	Teachers In Year Two Or More Previously Rated Effective Or Highly Effective <u>In Instructional</u> <u>Practice</u>	<u>Teachers In Year <del>Two</del>Four</u> <u>Or More Rated</u> <u>Highly Effective In</u> <u>Instructional Practice</u> <u>In The Previous Three</u> <u>Consecutive Years Of</u> <u>Evaluations</u>
• 1 walk-through of 7-10 minutes within the first semester with feedback provided to teacher within 3 working days of the walk.		<ul> <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> <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>	• 1 walk-through of 7-10 minutes during the academic year with feedback provided to teacher within 3 working days of the walk.
• 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.	<ul> <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> <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> <li>Development of Professional Growth Plan/Deliberate Practice (PDP) during first quarter</li> </ul>	<ul> <li>Development of PDP <u>during the</u> <u>first 30 working days</u> adjusted to make them manageable for remaining time in school year</li> </ul>	Development of PDP during first quarter	• Development of PDP during first quarter	• Development of PDP during first quarter
• A minimum of one observation of at least 30 minutes prior to December 15th including a pre and post observation conference		• A minimum of one observation of at least 30 minutes prior to December 15th including a pre and post observation conference	<ul> <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>	• A minimum of one observation of at least 30 minutes prior to May 15th including a pre and post observation conference
<ul> <li>Post observation conference within ten (10) working_days following observation</li> </ul>		<ul> <li>Post observation conference within ten working (10) days following observation</li> </ul>	<ul> <li>Post observation conference within ten (10) <u>working</u> days following observation</li> </ul>	<ul> <li>Post observation conference within ten (10) working days following observation</li> </ul>

Α	A1	В	С	<u>D</u>
Review of PDP prior to completing	<ul> <li>Review of PDP if goals need to be</li> </ul>			
mid-year summative evaluation.	adjusted. Electronic			
Electronic acknowledgment	acknowledgment required, but			
required, but teacher or	teacher or administrator may			
administrator may request face to	request face to face meeting.			
face meeting.				
<ul> <li>Mid-year summative evaluation</li> </ul>				
including student learning growth				
score at the end of first semester				
<ul> <li>2 walk-throughs of 7-10 minutes</li> </ul>	<ul> <li><u>One</u> 2 walk-throughs of 7-10</li> </ul>	<ul> <li>2 walk-throughs of 7-10</li> </ul>	<ul> <li>2 walk-throughs of 7-10 minutes</li> </ul>	
each within the second semester	minutes <del>each</del> within the second	minutes each within the	each in the semester in which an	
with feedback provided to teacher	semester with feedback provided to	second semester with	observation does not occur with	
within 3 working days of the walk.	teacher within 3 working days of the	feedback provided to teacher	feedback provided to teacher	
	walk.	within 3 working days of the	within 3 working days of the walk.	
		walk.		
<ul> <li>Observation of at least 30 minutes</li> </ul>	<ul> <li><u>One</u> observation of at least 30</li> </ul>	<ul> <li>A minimum of one</li> </ul>		
after January 15 <sup>th</sup> and prior to May	minutes after January 15 <sup>th</sup> and prior	observation of at least 30		
15 <sup>th</sup> including a pre and post	to May 15 <sup>th</sup> including a pre and post	minutes after January 15 <sup>th</sup> and		
observation conference	observation conference	prior to May 15 <sup>th</sup> including a		
		pre and post observation		
		conference		
Post observation conference	<ul> <li>Post observation conference</li> </ul>	<ul> <li>Post observation conference</li> </ul>		
within ten (10) working days	within ten (10) days following	within ten (10) <u>working </u> days		
following observation	observation	following observation		
<ul> <li>Teachers complete PDP and</li> </ul>	<ul> <li>Teachers complete PDP and</li> </ul>	<ul> <li>Teachers complete PDP and</li> </ul>	<ul> <li>Teachers complete PDP and</li> </ul>	<ul> <li>Teachers complete PDP and</li> </ul>
Domain 4, Components 4b through	Domain 4, Components 4b through	Domain 4, Components 4b	Domain 4, Components 4b	Domain 4, Components 4b through
<u>4e by May 1<sup>st</sup>.</u>	<u>4e by May 1<sup>st</sup>.</u>	through 4e by May 1 <sup>st</sup> .	<u>through 4e by May 1<sup>st</sup>.</u>	<u>4e by May 1<sup>st</sup>.</u>
• Review of the PDP prior to	Review of the PDP prior to	Review of the PDP prior to	Review of the PDP prior to	• Review of the PDP prior to
completing the annual summative	completing the annual summative	completing the annual	completing the annual summative	completing the annual summative
evaluation. Electronic	evaluation. Electronic	summative evaluation.	evaluation. Electronic	evaluation. Electronic
acknowledgment required, but	acknowledgment required, but	Electronic acknowledgment	acknowledgment required, but	acknowledgment required, but
teacher or administrator may	teacher or administrator may	required, but teacher or	teacher or administrator may	teacher or administrator may
request face to face meeting.	request face to face meeting.	administrator may request	request face to face meeting.	request face to face meeting.
		face to face meeting.		
Annual summative evaluation	Annual summative evaluation	Annual summative	Annual summative evaluation	Annual summative evaluation
prior to May 15 <sup>th</sup>	prior to May 15 <sup>th</sup>	evaluation prior to May 15 <sup>th</sup>	prior to May 15 <sup>th</sup>	prior to May 15th