

Manatee County Teacher Evaluation System (MCTES) 2025-26 Cycle

A	A1	B	C	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. <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 more than one year.)</i>	Teachers New to the Manatee County School District This Year Who Are Hired After November 15th but before the end of the first 99 days. <i>For teachers hired after the first 99 days administrators should complete an initial screen and a walk for non-evaluative feedback purposes.</i> *Teachers revert to "A" the 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 In Instructional Practice	Teachers In Year Four Or More Rated Highly Effective In Instructional Practice In The Previous Three Consecutive Years Of Evaluations* <u>*If a teacher in "D" gets rated less than Highly Effective, the teacher returns to "C."</u>
• 1 walk-through of 7-10 minutes within the first semester with feedback provided to teacher within 3 working days of the walk.		• 1 walk-through of 7-10 minutes within the first semester with feedback provided to teacher within 3 working days of the walk.	• 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.	• 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 working days of initial employment or within the first 30 days of the online system going live with feedback provided to the teacher within 5 working days from the initial screening.	• 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.	• An Initial Screening visit of at least 20 minutes shall occur within the first 30 working days of the online system going live.		
• Development of Professional Growth Plan/Deliberate Practice (PDP) during first quarter	• Development of PDP during the first 30 working days adjusted to make them manageable for remaining time in school year	• 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	• A minimum of one observation of at least 30 minutes prior to December 15th or after January 15th and prior to May 15th including a pre and post observation conference	• A minimum of one observation of at least 30 minutes prior to May 15th including a pre and post observation conference
• Post observation conference within ten (10) working days following observation		• Post observation conference within ten working (10) days following observation	• Post observation conference within ten (10) working days following observation	• Post observation conference within ten (10) working days following observation

(over)

A	A1	B	C	D
• Mid-year summative evaluation including student learning growth score at the end of first semester	• Review of PDP <u>by January 31st if goals need to be adjusted.</u> Electronic acknowledgment required, but teacher or administrator may request face to face meeting.	• Review of PDP by January 31st if goals need to be adjusted. <u>Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</u>	• Review of PDP by January 31st if goals need to be adjusted. <u>Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</u>	• Review of PDP by January 31st if goals need to be adjusted. <u>Electronic acknowledgment required, but teacher or administrator may request face to face meeting.</u>
• Review of PDP <u>by January 31st</u> Electronic acknowledgment required, but teacher or administrator may request face to face meeting.				
• 2 walk-throughs of 7-10 minutes each within the second semester with feedback provided to teacher within 3 working days of the walk.	• <i>One (1) walk-through of 7-10 minutes within the second semester with feedback provided to teacher within 3 working days of the walk.</i>	• 2 walk-throughs of 7-10 minutes each within the second semester with feedback provided to teacher within 3 working days of the walk.	• 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.	
• Observation of at least 30 minutes after January 15th and prior to May 15th including a pre and post observation conference	• One (1) observation of at least 30 minutes after January 15th and prior to May 15th including a pre and post observation conference	• A minimum of one observation of at least 30 minutes after January 15th and prior to May 15th including a pre and post observation conference		
• Post observation conference within ten (10) working days following observation	• Post observation conference within ten (10) working days following observation	• Post observation conference within ten (10) working days following observation		
• Teachers complete PDP and Domain 4, Components 4b through 4e by May 1st.	• Teachers complete PDP and Domain 4, Components 4b through 4e by May 1st.	• Teachers complete PDP and Domain 4, Components 4b through 4e by May 1st.	• Teachers complete PDP and Domain 4, Components 4b through 4e by May 1st.	• Teachers complete PDP and Domain 4, Components 4b through 4e by May 1st.
• Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.	• Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.	• Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.	• Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.	• Review of the PDP prior to completing the annual summative evaluation. Electronic acknowledgment required, but teacher or administrator may request face to face meeting.
• Annual summative evaluation prior to May 15th	• Annual summative evaluation prior to May 15th	• Annual summative evaluation prior to May 15th	• Annual summative evaluation prior to May 15th	• Annual summative evaluation prior to May 15th