

TIMELINE FOR PERSONNEL DECISIONS

School Year	Time Frame	Step
2015/16	Begin	Implement Evaluation System
	Fall 2015	Look at prior years assessments to identify areas of student need in all content areas
	Fall 2015 and Spring 2016	Complete Observations and SLOs
	Spring 2016	State Assessments - Used for determining Priority Learning
	May 2016 - Summer 2016	Teachers receive ratings based on 2015-16 performance including as a significant factor, data on student growth for all students and measures of professional practice
2016/17	May 2016 - Fall 2016	Improvement Plans developed based on 2015-16 ratings
	Fall 2016	Look at prior years assessment, including Smarter Balance when appropriate to identify areas of student need in all content areas
	Fall 2016 and Spring 2017	Professional Development based on 2015-16 ratings and identified needs
	Fall 2016 and Spring 2017	Complete Observations and SLOs.
	April 2017	Personnel Decisions based on Improvement Plans and Observations. If SLOs have been completed by this date, personnel decisions can also be based on SLO results.
	Spring 2017	State Assessments - Used for determining Priority Learning
	May 2017 - Summer 2017	Teachers receive ratings based on 2016-17 performance