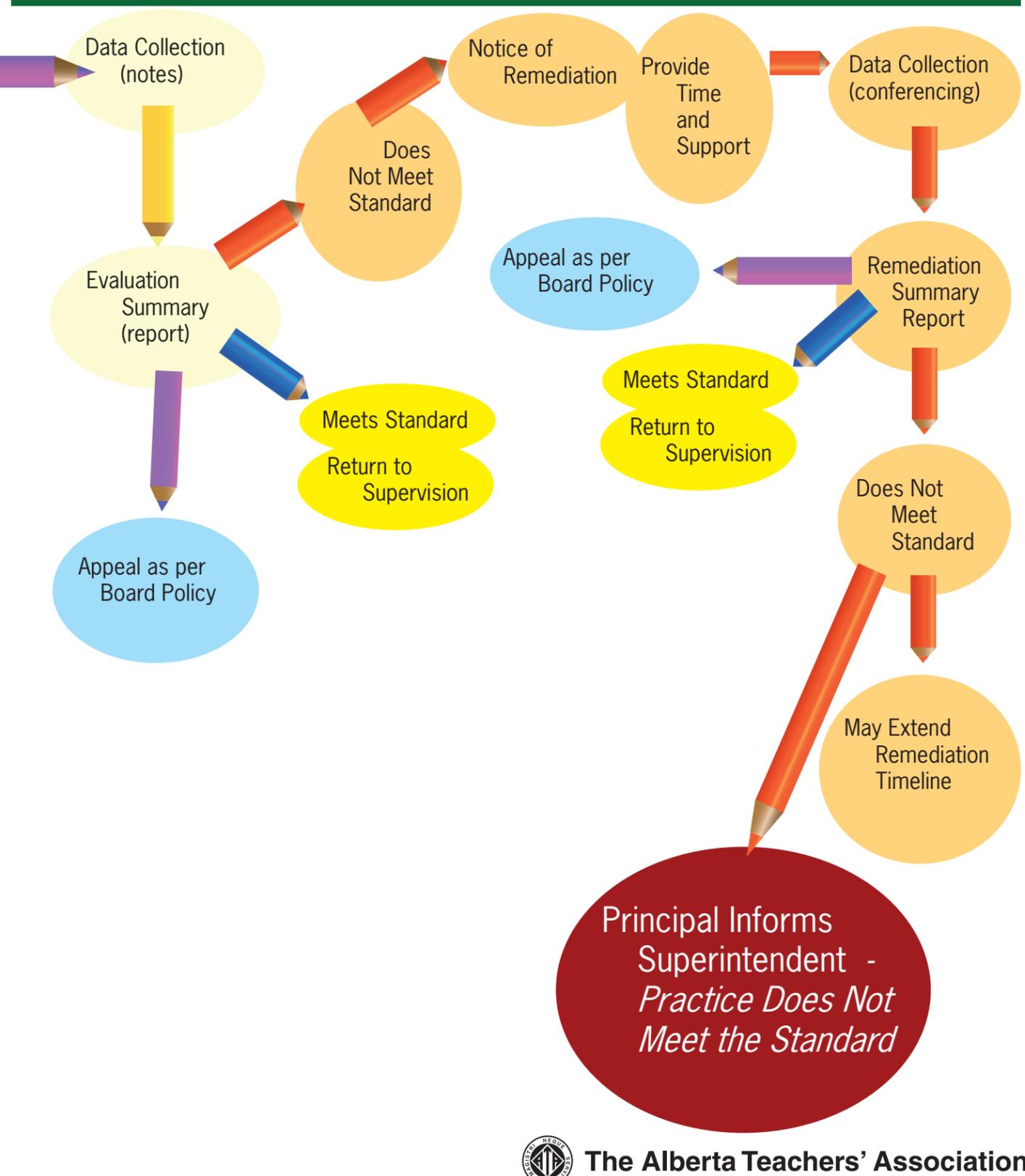
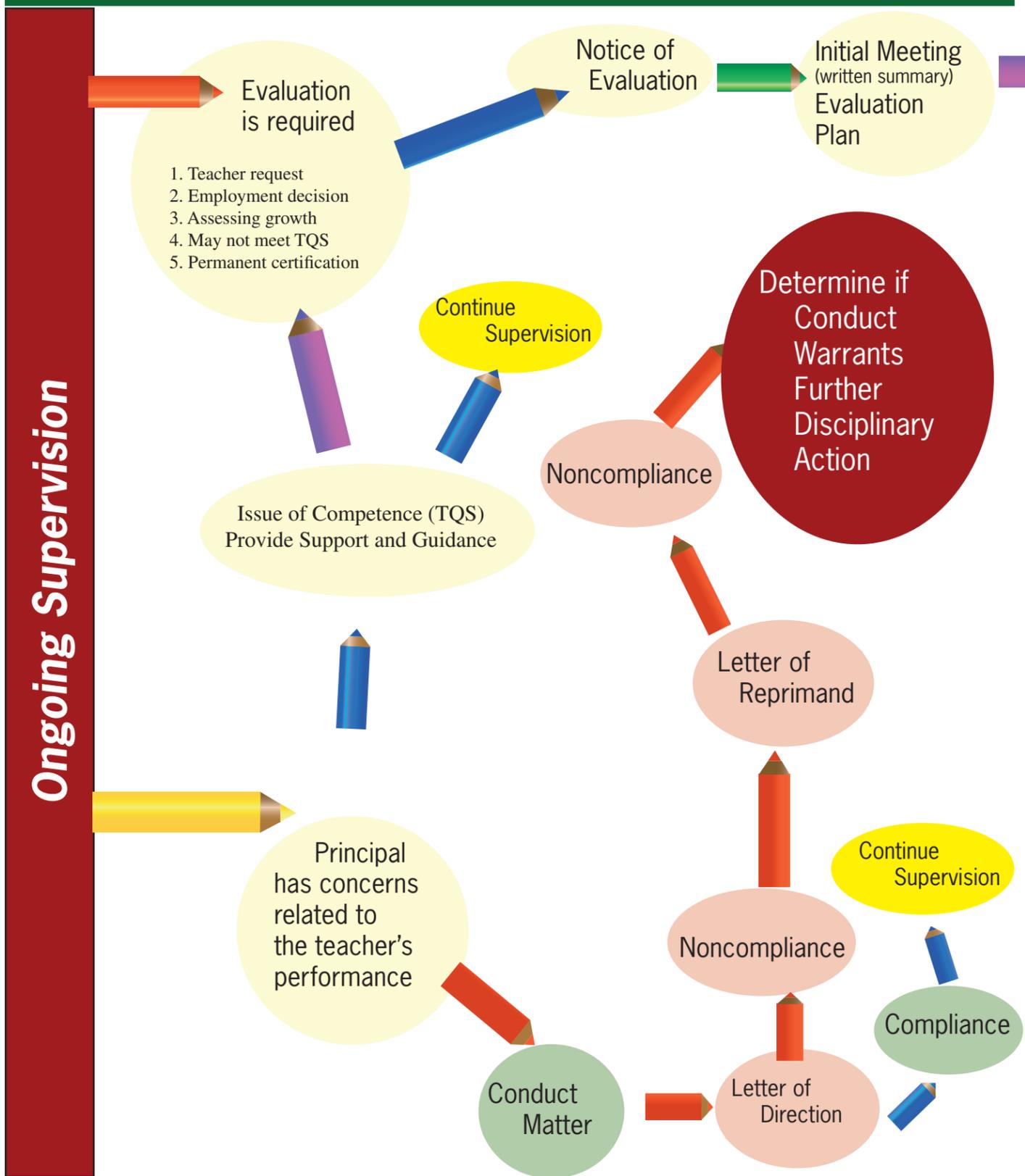


# Flow Chart: Teacher Growth, Supervision and Evaluation

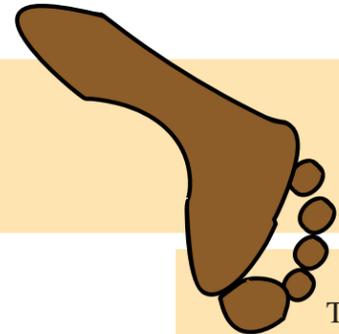
# Flow Chart: Teacher Growth, Supervision and Evaluation



# Steps from Supervision to Evaluation

## Step 1

The principal conducts ongoing supervision.



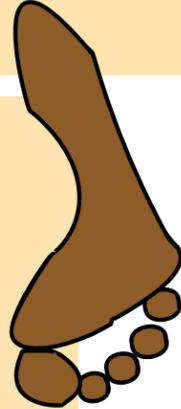
## Step 2

The principal provides feedback to the teacher on concerns raised during supervision.



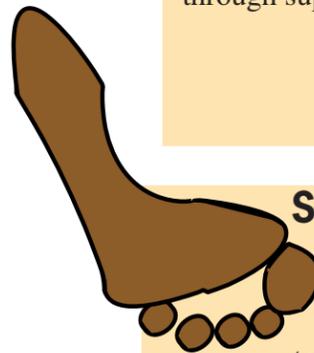
## Step 3

The principal provides guidance, support and assistance to the teacher on concerns identified through supervision.



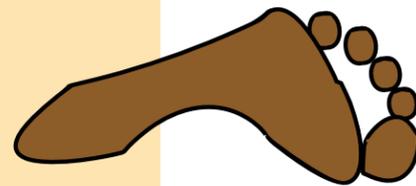
## Step 4

The teacher demonstrates improvement. OR  
The teacher seems unable to respond to assistance and suggestions offered during supervision.



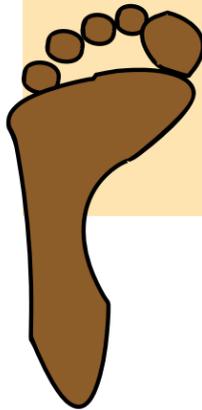
## Step 5

The principal decides, based on the evidence gained through supervision, that the teacher's teaching may not be meeting the expectations of the Teaching Quality Standard and board policy.



## Step 7

This meeting may result in  
a) the teacher continuing under the supervision process or  
b) a notice of evaluation given in writing to the teacher.

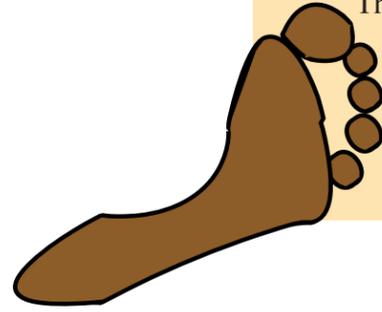


## Step 6

The principal meets with the teacher to discuss the concern or evidence that teaching may not be meeting the Teaching Quality Standard.

## Step 8

The principal and teacher meet to discuss and draft the evaluation plan.



## Step 9

Appropriate time is provided to carry out the evaluation as described in the evaluation plan.

## Step 10

The principal writes and presents the evaluation report to the teacher. The teacher has the opportunity to append notes to the report.



## Step 12

The program of remediation as outlined in the remediation plan is implemented.



## Step 13

Evaluation at the end of the remediation process may result in

- the teacher, having met the expectations of the Teaching Quality Standard, returning to the supervision process,
- an extension of the remediation plan,
- a change of assignment,
- a recommendation by the superintendent to the board to dismiss or
- a report by the superintendent to the Executive Secretary to initiate a Professional Practice Review Hearing under the Practice Review Bylaws if the superintendent concludes that the teacher's suitability for certification (due to lack of competence) is in question.

## Step 11

The evaluation report may recommend three options:

- a) The teacher, having met the expectation of the Teaching Quality Standard, continues in the supervision process. OR
- b) The evaluation timeline is extended with specific actions outlined. OR
- c) The teacher is issued a notice of remediation because the evaluation shows that the teacher did not meet the expectations of the Teaching Quality Standard.

