

Attachment

Example timeline for implementing teacher and principal evaluation and support systems under the additional flexibility that permits LEAs to have until the 2016–2017 school year to begin using the results of the new evaluation systems to inform personnel decisions.

Fall 2014–Spring 2015	SY 2014–2015 observations
Spring 2015	SY 2014–2015 State assessments
Summer 2015	Teachers receive ratings based on SY 2014–2015 performance, including, as a significant factor, data on student growth for all students and other measures of professional practice
Fall 2015	Teachers develop improvement plans based on SY 2014–2015 ratings
Fall 2015–Spring 2016	Teachers receive professional development based on SY 2014–2015 ratings; SY 2015–2016 observations
Spring 2016	SY 2015–2016 State assessments
Summer 2016	Teachers receive ratings based on SY 2015–2016 performance, including, as a significant factor, data on student growth for all students and other measures of professional practice
Fall 2016	Teachers develop improvement plans based on SY 2015–2016 ratings
Fall 2016–Spring 2017	Teachers receive professional development based on SY 2015–2016 ratings; SY 2016–2017 observations
Spring 2017	SY 2016–2017 State assessments
Summer 2017	Teachers receive ratings based on SY 2016–2017 performance, including, as a significant factor, data on student growth for all students and other measures of professional practice
Fall 2017	Teachers develop improvement plans based on SY 2016–2017 ratings
Fall 2017–Spring 2018	Teachers receive professional development based on SY 2016–2017 ratings
Winter–Spring 2018	Personnel decisions, including advancement, termination, salaries, and bonuses, based on SY 2016–2017 ratings
Spring 2018	Hiring based on SY 2016–2017 ratings