

Year 3

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
 - (See Suggested Timeline)
- Summative Evaluation Conference
 - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

Year 2

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
 - (See Suggested Timeline)
- Summative Evaluation Conference
 - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

Year 1

- Professional Growth Plan Developed
- Formative Assessment Conferences
 - (See Suggested Timeline)
- Summative Evaluation Conference
 - Over all required functions; PGP is revised based on feedback from evaluations; Student growth Data included with professional practice rating

AR LEADS Evaluation Categories

Intensive Category

- Intensive Growth Plan (IGP)
 - Develop based on identified areas of need
- Multiple Formative Assessment Conferences and Observation of PGP Progress
 - Multiple conferences between principal/supervisor to monitor progress
- Summative Evaluation Conference to discuss final ratings formative work of IGP considered)
 - *An administrator may remain in the Intensive Category for up to 2 consecutive semesters. Two additional semesters may be added if progress is observed.*

Summative Evaluation Year

- Professional Growth Plan Monitored and Revised
- Formative Assessment Conferences
 - (See Suggested Timeline)
- Summative Evaluation Conference
 - Over all required functions; PGP is revised based on feedback from evaluations

**Interim Appraisal
(Non-Summative Years)**

- PGP
 - Focus on and review throughout the year
 - Collect evidence and artifacts
 - Reflect on Progress
 - Revise as needed
- Conversations
 - Focus on PGP and evidence
- End of Year Conference
 - Professional Growth Plan and performance rating results based on functions outlined in PGP

-Interim Appraisal is 2 years of the 3 Year Inquiry Category cycle
 -Student Growth Data will be included in an Administrator's Yearly Rating