

## Track 1 Probationary/ Novice\*

### Year 3: SUMMATIVE EVALUATION

- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

### Year 2: SUMMATIVE EVALUATION

- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

### Year 1: SUMMATIVE EVALUATION

- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – Develop PGP
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

## AR-TESS Teacher Tracks



## Track 3 Intensive Support Status

### SUMMATIVE EVALUATION

- COLLABORATIVE INTENSIVE PGP – review and/or revise often
- MAY INCLUDE INFORMAL AND FORMAL OBSERVATIONS
- FREQUENT TEACHER & EVALUATOR CONFERENCES
- ✓ Note: Teacher may remain in this track for two semesters; and two additional semesters may be added if improvement is observed.

*Student growth will be a component of the educator's overall rating. Student growth data will be available after the performance rating is established each year, in both summative and interim appraisal tracks.*

## Track 2 Interim Teacher Appraisal Process

### 2A: SUMMATIVE EVALUATION

- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

### 2B3: INTERIM APPRAISAL

- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

### 2B2: INTERIM APPRAISAL

- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

### 2B1: INTERIM APPRAISAL

- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

\*1) A first year teacher is both a novice and probationary teacher.

2)"Probationary teacher" means a teacher who has not completed three (3) successive years of employment in the school district in which the teacher is currently employed. A teacher employed in a school district in this state for three (3) years or a teacher who has been given credit for a prior service in another school district shall be deemed to have completed the probationary period; however, an employing school district may, by a majority vote of the directors, provide for one (1) additional year of probationary status. Arkansas Code: § 6-17-1502

**TESS does not conflict with, nor replace the Arkansas Teacher Fair Dismissal Act (ATFDA).**

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