

North Carolina Comparison

	Teacher Evaluation	School Executive Evaluation (Principal)
North Carolina Professional Educator Evaluation Systems	<ul style="list-style-type: none"> • The purpose is to support and promote effective leadership, quality teaching, and student learning. • The design is a growth model to improve instruction and improve professional practice. • The evaluation instruments are based on the Framework for 21st Century Learning and the Standards. • They are flexible enough to be fair to teachers and school executives of varying levels of experience and in school settings. • The rubrics are formative in nature based on a rating scale from developing through distinguished. • Multiple data sources, artifacts, and evidence will be used in assessing educator practice. • They will provide the basis for performance goals and professional development activities. 	
Required Forms	Professional Development Plan Rubric/Assessment Summary Rating	Rubric/Assessment Record of Activities Summary Rating
Optional Forms		SMART Goals Pre-Evaluation Planning Map Goal Setting Worksheet Template Goal Setting Worksheet Mid-Year Assessment Summary Evaluation Worksheet Process Documentation Consolidated Assessment Summary Goals

Performance Rating Scale	Developing Proficient Accomplished Distinguished Not Demonstrated		
Standards Areas	1. Demonstrate leadership 2. Establish a respectful environment for a diverse population of students 3. Know the content 4. Facilitate learning for students 5. Reflect upon practice	1. Strategic Leadership 2. Instructional Leadership 3. Cultural Leadership 4. Human Resource Leadership 5. Managerial Leadership 6. External Development Leadership 7. Micro-Political Leadership	
Timeline (actual dates will vary)	Jul		Pre-evaluation planning, self-assess
	Aug	Orientation	Final goals meeting w/supervisor
	Sep	Self assessment w/rubric, Prof. Dev. Plan	Artifact collection Sep-May
	Oct		
	Nov	Pre-obs. conf, obs, and post-obs. conf.	
	Dec		
	Jan	<small>NOTE: First observation must be announced, balance not. Prob. Teachers must be formally observed 4x a year including one peer obs. Career status teachers in formal year are observed 3x a year, including one formal obs. Post-obs conference within ten days of observation.</small>	Mid-year update
	Feb		
	Mar		
	Apr		
	May	Summary evaluation conference	Develop consolidated assessment
Jun	Professional development plan for following yr.	Final conference and summary form	