



# Timeline

MISSOURI'S EDUCATOR EVALUATION SYSTEM

### Steps and Timeline for completion of the Superintendent Evaluation Protocol

Step #	Step 1	Step 2	Steps 3	Step 4	Step 5	Step 6	Step 7
<b>Title and Description Of Step</b>	<b>Identify indicators to be assessed</b>	<b>Determine baseline performance</b>	<b>Develop a plan for growth</b>	<b>Regularly assess progress on the intended growth</b>	<b>Determine follow-up performance</b>	<b>Status and growth determines overall rating</b>	<b>Monitor the impact of improved practice on student performance</b>
	<i>Select indicators to be assessed based on CSIP, previous year's Growth Plan (if applicable), and student and/or teacher performance data.</i>	<i>Conduct an baseline assessment of identified indicators and identify areas of strength and opportunities for growth.</i>	<i>Based on the opportunities for growth and the baseline assessment, determine an appropriate area(s) for growth that include the practice and application of new knowledge and skills.</i>	<i>Seek feedback on progress based on the evidence of appropriate growth guides.  Use the appropriate growth guides, possible sources of evidence, and repeated opportunities for practice.  Seek targeted feedback on areas of strength and opportunities for growth.</i>	<i>Conduct a final assessment of identified indicators. Determine overall progress on the growth plan as evidenced by the appropriate growth guides.</i>	<i>Determine the final status and growth score to inform employment determination. Act on the final determination.</i>	<i>Continue to monitor student growth and reflect on the impact of improved effective practice.  Reflect on progress on growth opportunities.  Indicators for next year may be selected based on local student data and the results of the evaluation process.</i>
<b>Forms</b>	<b>A - 1</b>	<b>Growth Guides</b>	<b>A - 1</b>	<b>Growth Guides &amp; Possible Sources of Evidence</b>	<b>Growth Guides</b>	<b>A – 1/ Summative</b>	<b>Growth Guides</b>
<b>Timeline: 1<sup>st</sup> year Supt</b>	<b>July - Aug</b>	<b>Sept</b>	<b>Oct</b>	<b>November through December</b>		<b>Jan - Feb</b>	<b>Feb - June</b>
<b>Timeline: Returning Supt</b>	<b>April –June</b>	<b>Aug - Oct</b>	<b>November through December</b>			<b>Jan - Feb</b>	<b>Feb - April</b>