



Fremont Evaluation Process

Evaluators will conduct formal, informal, and walkthrough observations during the school year, including (for instructional staff) a start of the year pre-observation meeting to discuss goals and expectations, reviewing lesson plan procedures, identifying state curriculum standards, and a review of data collection toward determining student growth.

Mentoring for new administrators – Newly hired administrators will be assigned a mentor for the first two years of employment at Fremont Public Schools. The mentor and Superintendent will work with the new administrator in understanding and completing the requirements of the School Advance training program, and subsequent evaluation.

New administrators to Fremont Public Schools will receive training in the School Advance Framework system in their first year. Ideally, this training will take place prior to the school year. Additionally, with a mentor administrator and the Superintendent, focused professional development on interrater reliability will take place throughout each of the first three years.

Evidence will be collected during observations through the course of the year using the iObservation system (<http://www.iobservation.com/>)

Evaluations post-conferences will be conducted using the iObservation system, and centered around the Leverage Leadership training protocols. Conferences can be held through web-supported applications and/or in person.

- Performance ratings and performance improvement plans will be developed in accordance with the Marzano Teacher, instructional Support, School Leader and/or District Leader Evaluation Models, as appropriate and/or iObservation system and Board of Education policies pertaining to the evaluation of employees.

- A Final evaluation conference will be held through web-supported applications and/or in person. During this final conference the building administrator will approve/confirm the final score for both Instructional Practice and Student Growth. Also during the final conference, the teacher (for staff evals) or administrator (for administrator evals) will acknowledge receipt of the evaluation. Comments may be made and are included in the finalized evaluation.