



**PROBATIONARY TEACHERS
FINAL RECOMMENDATION**

TEACHER'S NAME: _____

SCHOOL: _____

TEACHING CERTIFICATE: _____ DEGREES: _____

TEACHING EXPERIENCE IN DISTRICT: _____

TEACHING EXPERIENCE (TOTAL YEARS): _____

SUBJECT GRADE(S) TEACHING: _____

REPORT DUE - MARCH 31

EVALUATOR: _____

POSITION: _____

CLASSIFICATION OF TEACHER:

FIRST YEAR OF TWO YEAR PROBATION
 SECOND YEAR OF TWO YEAR PROBATION
 ONE YEAR PROBATION

☐
☐
☐
INITIAL MEETING AND OBSERVATION DATES:

INITIAL MEETING	_____
1 ST TEACHER PROFILE	_____
2 ND TEACHER PROFILE	_____
3 RD TEACHER PROFILE	_____
4 TH TEACHER PROFILE	_____
5 TH TEACHER PROFILE	_____
6 TH TEACHER PROFILE	_____
7 TH TEACHER PROFILE	_____
8 TH TEACHER PROFILE	_____

Recommend that the teacher be granted tenure and permanent certification.Yes ☐ No ☐

EVALUATOR'S SIGNATURE: _____ DATE: _____

*Attach copies of all the Classroom Observation Reports.***Policy Statement 3**

TEACHER PROGRESS REPORT

The Avalon West School Board supports documenting teacher performance at various intervals in a teacher's career.

Rationale

The Avalon West School Board embraces the concept of Organizational Learning that emphasizes capacity building. Through a commitment to professional and personal growth, the board expects each teacher to develop an annual Professional and Personal Growth Plan to support learning within the organization.

The school board's model for professional development is built on a foundation of reflection and self-evaluation. It engages individuals in examining their beliefs and values about teaching and learning to improve their practise. This model is based on educators collaboratively building a culture that values challenging mental models, systems thinking, personal mastery, shared vision, and team building.

The district believes that teachers whose practice is grounded in the theory of organizational learning, who value the importance of developing a professional and personal growth plan, and who engage in meaningful professional development will be competent, effective teachers.

Procedures

A progress report will be completed for each tenured teacher every four years. The report will clearly outline the teacher's performance and may include the following components:

- engagement in Professional and Personal Growth
- learning environment
- planning and preparation
- student evaluation and reporting
- classroom management
- student relations
- parent relations
- leadership
- overall contribution to the school community
- other

This report will be generated based on the administrator's perception of the teacher's performance within the school setting. The data used to complete this report may be gathered through dialogue with the teacher, observation and interaction, and the teacher's engagement in professional and personal growth.(Form 4)

The Teacher Progress Report will enable administrators to validate teacher performance. It will also assist administrators in identifying those teachers who will require further supports to provide the standard of instruction expected within the Avalon West School District. Teachers that are identified through this process as requiring assistance to improve their performance will engage in a Directed Growth Plan.