

## Grand Island Public Schools Levels of Administrative Supervision

Initial Professional Growth Supervision	Professional Growth Supervision	Professional Assistance Supervision	Professional Improvement Supervision
<b>Performance and Evaluation Cycle for Nontenured Teachers</b>	<b>Performance and Evaluation Cycle for Tenured Teachers</b>	<b>Performance and Evaluation Cycle for Tenured Teachers</b>	<b>Performance and Evaluation Cycle for Tenured Teachers</b>
For all nontenured teachers during their first three years in GIPS, a one semester summative evaluation cycle for each of the first six semesters (three years)	For all tenured teachers evaluated as “proficient” in all, or nearly all, of the four teaching domains, up to a three-year summative evaluation cycle	For all tenured teachers evaluated as “proficient” in some, but not all, of the four teaching domains, a one-year summative evaluation cycle	For all tenured teachers evaluated as “unsatisfactory” in one or more, of the four teaching domains, a one-year or less summative evaluation cycle
<p style="text-align: center;"><b>Purposes</b></p> <ul style="list-style-type: none"> <li>• Enhance performance and instructional effectiveness that improves student learning opportunities and results</li> <li>• Promote learning-focused dialogue, feedback and reflection</li> <li>• Provide ongoing professional development opportunities, support and resources</li> <li>• Provide specific training on the teaching domains and competencies, and districtwide and school-based improvement strategies</li> <li>• Introduce new teachers to district practices, procedures, programs, and curriculum standards</li> <li>• Evaluate performance for continued growth and employment</li> </ul>	<p style="text-align: center;"><b>Purposes</b></p> <ul style="list-style-type: none"> <li>• Enhance performance and instructional effectiveness that improves student learning opportunities and results</li> <li>• Promote learning-focused dialogue, feedback and reflection</li> <li>• Provide ongoing professional development opportunities, support and resources</li> <li>• Focus on implementing district and school-based improvement strategies</li> <li>• Evaluate performance for continued growth and employment</li> </ul>	<p style="text-align: center;"><b>Purposes</b></p> <ul style="list-style-type: none"> <li>• Enhance performance and instructional effectiveness that improves student learning opportunities and results</li> <li>• Promote learning-focused dialogue, feedback and reflection</li> <li>• Provide both ongoing professional development opportunities and specific assistance, support, and resources to improve identified area(s) of need</li> <li>• Focus on successfully implementing district, school-based and personal improvement strategies</li> <li>• Evaluate performance for continued growth and employment</li> </ul>	<p style="text-align: center;"><b>Purposes</b></p> <ul style="list-style-type: none"> <li>• Enhance performance and instructional effectiveness that improves student learning opportunities and results</li> <li>• Promote learning-focused dialogue, feedback and reflection</li> <li>• Provide specific professional development assistance, support, and resources to improve identified area(s) of need</li> <li>• Provide specific assistance and resources to improve identified area(s) of need</li> <li>• Evaluate performance for continued growth and employment</li> </ul>
<p style="text-align: center;"><b>Administrative Supervision Strategies</b></p> <ul style="list-style-type: none"> <li>• Conduct classroom observations (formal, informal, and walkthroughs) to observe and dialogue about the teaching and learning process</li> <li>• Review artifacts of teaching</li> <li>• Monitor evidence of student learning</li> </ul>	<p style="text-align: center;"><b>Administrative Supervision Strategies</b></p> <ul style="list-style-type: none"> <li>• Conduct classroom observations (formal, informal, and walkthroughs) to observe and dialogue about the teaching and learning process</li> <li>• Review artifacts of teaching</li> <li>• Monitor evidence of student learning</li> <li>• Monitor collaborative professional goal(s)</li> </ul>	<p style="text-align: center;"><b>Administrative Supervision Strategies</b></p> <ul style="list-style-type: none"> <li>• Conduct classroom observations (formal, informal, and walkthroughs) to observe and dialogue about the teaching and learning process</li> <li>• Review artifacts of teaching</li> <li>• Monitor evidence of student learning</li> <li>• Monitor supervisor-directed professional goal(s)</li> </ul>	<p style="text-align: center;"><b>Administrative Supervision Strategies</b></p> <ul style="list-style-type: none"> <li>• Conduct classroom observations (formal, informal, and walkthroughs) to observe and dialogue about the teaching and learning process</li> <li>• Review artifacts of teaching</li> <li>• Monitor evidence of student learning</li> <li>• Monitor supervisor-directed professional goal(s)</li> <li>• Monitor implementation of the Professional Improvement Plan</li> </ul>
<p style="text-align: center;"><b>Performance Criteria</b></p> <ul style="list-style-type: none"> <li>• Instructional Planning and Preparation</li> <li>• Classroom Environment</li> <li>• Professional Responsibilities</li> <li>• Students’ Learning</li> </ul>	<p style="text-align: center;"><b>Performance Criteria</b></p> <ul style="list-style-type: none"> <li>• Instructional Planning and Preparation</li> <li>• Classroom Environment</li> <li>• Instructional Process</li> <li>• Professional Responsibilities</li> <li>• Students’ Learning</li> </ul>	<p style="text-align: center;"><b>Performance Criteria</b></p> <ul style="list-style-type: none"> <li>• Instructional Planning and Preparation</li> <li>• Classroom Environment</li> <li>• Instructional Process</li> <li>• Professional Responsibilities</li> <li>• Students’ Learning</li> </ul>	<p style="text-align: center;"><b>Performance Criteria</b></p> <ul style="list-style-type: none"> <li>• Instructional Planning and Preparation</li> <li>• Classroom Environment</li> <li>• Instructional Process</li> <li>• Professional Responsibilities</li> <li>• Students’ Learning</li> </ul>