

The North Carolina Experienced Teacher Summative Evaluation System TPAI-2000

Addendum for Experienced Probationary Teachers

There are two types of probationary teachers in North Carolina. By definition, a probationary teacher is a teacher who has never obtained tenure or career status in a North Carolina public school. A probationary teacher can also be a teacher who has obtained career status in any North Carolina public school system but who is employed by a different school system in North Carolina. The hiring system can grant career status immediately upon employing the teacher who previously had tenure in North Carolina, or after the first or second year of employment. Probationary teachers who have never attained tenure or career status in North Carolina must serve four (4) consecutive years in the same school system in order to be eligible for career status. The evaluation process for all probationary teachers requires four observations with one of these being done by a peer until career status is granted by the local board of education.

Data sources for the summative evaluation process will be the same for probationary teachers as for other experienced teachers who have been granted career status in North Carolina. These include but are not limited to the TPAI Full Review, the TPAI snapshot, and the Individual Growth Plan. The following guidelines are recommended until career status is reached. **For the experienced probationary teacher, two announced TPAI full reviews, including pre- and post-conferences, and two unannounced snapshots (one by a peer) are recommended along with the Individual Growth Plan.** TPAI scoring should follow the same guidelines for experienced teachers with career status. If problems are noted and the ratings are “below standard,” a Formal Observation Data Analysis (FODA) should be done with the probationary teacher followed by additional observations. A summative report that aggregates all the data collected during the summative evaluation year is only required if a teacher is performing below standard or if the local educational agency requires a final summative report.

Experienced Probationary Teacher Summative Evaluation Form Final Verification

Teacher: _____ Year: _____

School: _____

	Date Completed	Evaluator	Comments
TPAI-Full (1st)			
Pre-Conference (1st)			
Post-Conference (1st)			
TPAI-Full (2nd)			
Pre-Conference (2nd)			
Post-Conference (2nd)			
TPAI-SS (peer)			
TPAI-SS			
IGP			

All indicators were "at" or "above" standard. ____ Yes ____ No

() Recommend for continued employment

() Recommend career status be granted

() Action Plan initiated

Teacher's Comments: Teacher's Signature: _____ Date: _____	Evaluator's Comments: Evaluator's Comments: _____ Date: _____
--	---