**3 YEAR REVIEW CYCLE**

**Review individual growth and development plan**

* Used in setting and working toward goals for a teacher’s professional growth. May include:

1. Professional development activities
2. Evidence of application in the classroom of PLC
3. Timeline for completion
4. Documentation of collaboration with others.
5. How progress will be noted
6. Supports needed
7. How meeting of the goals will improve teacher’s professional knowledge and skills and affect student learning.

**Peer Review Process**

* System in which teachers’ performance is reviewed by their colleagues. Components include:

1. Mentoring and professional development
2. Teacher collaboration
3. Peer coaching
4. Professional learning communities

**Professional Learning Community**

* Opportunity to participate

**Laporte’s 3 Year Review Cycle**

Years 1 and 2: review individual growth and development plan

* Self review
* Peer review
* Review with administrator

Year 3:

* Summative evaluation with administrator
* Write new growth and development plan

**Points of Contact for Evaluation:**

* Administrator perform walk through during years 1 and 2
* Administrator performs formal observation at anytime years 1-3
* Peer Review through AIW meetings
* PLC met with AIW teams