

EUGENE SCHOOL DISTRICT
MATRICES OF FORMS
PROFESSIONAL GROWTH & EVALUATION CYCLES

Licensed Educators

(Teachers, Special Education Teachers, & Home Instruction Teachers)

FORM	Temporary	Probationary	Contract 1	Contract 2
Educator Self-Assessment	Required	Required	Required	<i>Optional</i>
Goals Development	Required	Required	Required	Required
Informal Observations	Minimum of 2	Minimum of 2	Minimum of 2	<i>Optional</i>
Educator Formal Observation	Minimum of 1	Minimum of 1	Minimum of 1	
Mid-Cycle Goals Reflection	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>
End-of-Cycle Goals Reflection	Required	Required	Required	Required
Supervisor Goal Rating	Required	Required	Required	Required
Educator Summative Evaluation	Required	Required	Required	

Licensed Specialists

(Consultants, Coordinators, Nurses, Pathologists, Psychologists, Specialists, Therapists, & TOSAs)

FORM	Temporary	Probationary	Contract 1	Contract 2
Specialist Self-Assessment	Required	Required	Required	<i>Optional</i>
Specialist Goals Development (No SLG Goals)	Required	Required	Required	Required
Informal Observations	Minimum of 2	Minimum of 2	Minimum of 2	<i>Optional</i>
Specialist Formal Observation	Minimum of 1	Minimum of 1	Minimum of 1	
Mid-Cycle Goals Reflection	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>
Specialist End-of-Cycle Goals Reflection	Required	Required	Required	Required
Specialist Summative Evaluation	Required	Required	Required	

Licensed SLG Specialists

(Media Specialists & Speech/Language Pathologists)

FORM	Temporary	Probationary	Contract 1	Contract 2
Specialist Self-Assessment	Required	Required	Required	<i>Optional</i>
Goals Development	Required	Required	Required	Required
Informal Observations	Minimum of 2	Minimum of 2	Minimum of 2	<i>Optional</i>
Specialist Formal Observation	Minimum of 1	Minimum of 1	Minimum of 1	
Mid-Cycle Goals Reflection	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>
End-of-Cycle Goals Reflection	Required	Required	Required	Required
Supervisor Goal Rating	Required	Required	Required	Required
Specialist Summative Evaluation	Required	Required	Required	

School Counselors

FORM	Temporary	Probationary	Contract 1	Contract 2
Counselor Self-Assessment	Required	Required	Required	<i>Optional</i>
Yearly Action Plan	Required	Required	Required	Required
Informal Observations	Minimum of 2	Minimum of 2	Minimum of 2	<i>Optional</i>
Counselor Formal Observation	Minimum of 1	Minimum of 1	Minimum of 1	
Mid-Cycle Goals Reflection	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>
Master Calendar & Program Delivery Plan Update	<i>As Necessary</i>	<i>As Necessary</i>	<i>As Necessary</i>	<i>As Necessary</i>
End-of-Cycle Goals Reflection	Required	Required	Required	Required
Supervisor Goal Rating	Required	Required	Required	Required
Counselor Summative Evaluation	Required	Required	Required	

Instructional Administrators

(Instructional Administrators, Instructional Directors, Assistant Principals, & Principals)

FORM	Temporary	Probationary	Contract 1	Contract 2
Administrator Self-Assessment	Required	Required	Required	<i>Optional</i>
Goals Development	Required	Required	Required	Required
Administrator Observations	Minimum of 2	Minimum of 2	Minimum of 2	<i>Optional</i>
Mid-Cycle Goals Reflection	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>	<i>Optional</i>
End-of-Cycle Goals Reflection	Required	Required	Required	Required
Supervisor Goal Rating	Required	Required	Required	Required
Administrator Summative Evaluation	Required	Required	Required	