# UTVA Supervision and Evaluation Model

*Vision: We empower UTVA teachers toward achieving innovation in teaching, inspiration for students and colleagues, collaboration among stakeholders, and motivation for the success of all students.*

Teacher **Supervision** is concerned with promoting teacher growth, leading to improvement in teaching performance and greater student learning. Mentor observation and Instructional Coaching are examples of teacher supervision.

Teacher **Evaluation** is designed to make comprehensive judgments concerning teacher performance and competence for the purposes of personnel decisions such as tenure and continued employment.

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| **Novice Teachers** | **Veteran Teachers** | **Focus Teachers** |
| New to the profession (1-3 years)  New to UTVA (1 year) | Experienced teachers with demonstrated competence | Demonstrated need of additional support through supervisor evaluation |
| 2 Supervisor Evaluations – one formative and one summative  Ongoing Informal Observations by Mentor, Instructional Coach | 2 Supervisor Evaluations – one formative and one summative  Periodic Informal Observations by peers, instructional coach | 2 Supervisor Evaluations – one formative and one summative  Regular Classroom observations by mentor, peer, instructional coach |
| Completion of UTVA EYE Mentor monthly tasks (new to the profession)  Completion of UTVA/K12 new teacher induction (New to UTVA)  Completion of a yearly professional growth plan | Completion of a yearly professional growth plan | Completion of a yearly professional growth plan |

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| ***August*** |  | Creation of Professional Growth Plan | Ongoing Monthly Tasks for new teachers participating in the UTVA EYE Program. |
| ***September*** |  | Ongoing observations from Mentors, Instructional Coach, Peers |
| ***October*** | Formative Evaluation from Supervisor |
| ***November*** |
| ***December*** |  |
| ***January*** |  |
| ***February*** |  |
| ***March*** |  |
| ***April*** | Summative Evaluation from Supervisor |
| ***May*** | Completion of Professional Growth Plan |