AR-TESS Teacher Tracks

Track 1 Probationary/ Novice*

Year 3: SUMMATIVE EVALUATION
- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

Year 2: SUMMATIVE EVALUATION
- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

Year 1: SUMMATIVE EVALUATION
- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - *may be conducted*
- COLLABORATIVE PGP – Develop PGP
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

Track 3 Intensive Support Status

SUMMATIVE EVALUATION
- COLLABORATIVE INTENSIVE PGP – review and/or revise often
- MAY INCLUDE INFORMAL AND FORMAL OBSERVATIONS
- FREQUENT TEACHER & EVALUATOR CONFERENCES
- ✓ Note: Teacher may remain in this track for two semesters; and two additional semesters may be added if improvement is observed.

Student growth will be a component of the educator's overall rating. Student growth data will be available after the performance rating is established each year, in both summative and interim appraisal tracks.

Track 2 Interim Teacher Appraisal Process

2A: SUMMATIVE EVALUATION
- FORMAL OBSERVATION –Pre and Post Conference
- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- SUMMATIVE EVALUATION MEETING - summative rating results over all components

2B3: INTERIM APPRAISAL
- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

2B2: INTERIM APPRAISAL
- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

2B1: INTERIM APPRAISAL
- INFORMAL OBSERVATIONS - focusing on PGP growth components
- COLLABORATIVE PGP – review and/or revise
- END OF YEAR REVIEW - professional practice rating

***1) A first year teacher is both a novice and probationary teacher.**

2)"Probationary teacher" means a teacher who has not completed three (3) successive years of employment in the school district in which the teacher is currently employed. A teacher employed in a school district in this state for three (3) years or a teacher who has been given credit for a prior service in another school district shall be deemed to have completed the probationary period; however, an employing school district may, by a majority vote of the directors, provide for one (1) additional year of probationary status. Arkansas Code: § 6-17-1502

TESS does not conflict with, nor replace the Arkansas Teacher Fair Dismissal Act (ATFDA).

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