



**EVIDENCE-DRIVEN**

**TEACHER EVALUATION**

**🧭 CERTIFICATION 🧭**

**2025 COHORT, SESSION 4—APRIL 28, 2025**

**FINAL EVALUATIONS & NEXT STEPS**

# Agenda

- Two Outcomes of Teacher Evaluation
- Short On Evidence?
- Possible Next Steps
- HR Toolkit



# Two Outcomes



Teacher evaluations should result in:

- An accurate rating of each teacher's performance for the year, in each area of practice defined in the evaluation criteria
- The initiation of appropriate next steps for each teacher

# If You're Short On Evidence



- Default to "Satisfactory"
- Ensure that any other ratings can be justified with evidence
- Collect priority evidence in the time you have left
- Plan for next year's evaluations

# Why Default To Satisfactory?



- Satisfactory is what's expected by both parties
- Any other rating requires evidence
- We must hold teachers harmless for our lack of evidence
- Teachers can provide evidence of superior practice

# Possible Next Steps

- No change—continue goal-setting process
- Peer Observation
- Return to normal evaluation status
- Dismissal
- PIP—Performance Improvement Plan
- Probation
- Letter of Reprimand



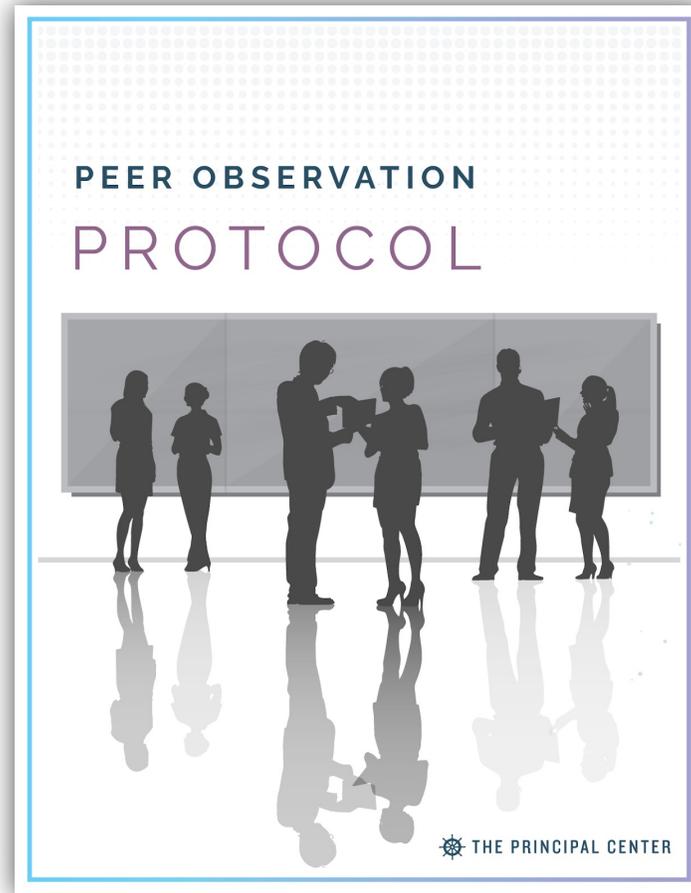
# Principal's HR Toolkit



[Dashboard.PrincipalCenter.com/hr](https://Dashboard.PrincipalCenter.com/hr)



# Peer Observations



[Dashboard.PrincipalCenter.com/hr](https://Dashboard.PrincipalCenter.com/hr)



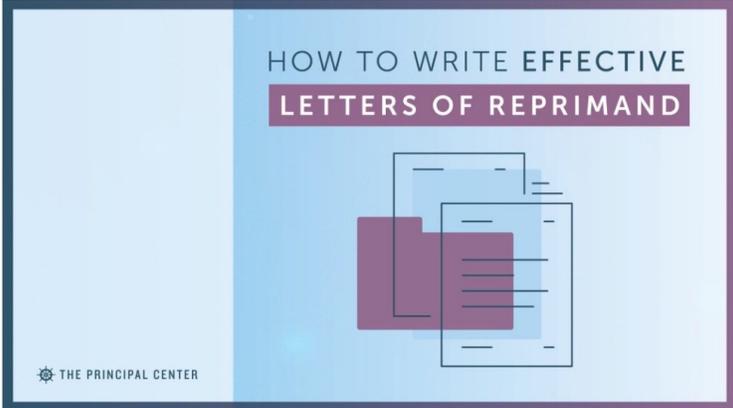
# Letters of Reprimand



- For addressing misconduct, not performance
- Outside of the evaluation process
- Often for issues not addressed by evaluation criteria
- Focus on risk & professional judgment

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# Letters of Reprimand



HOW TO WRITE EFFECTIVE  
LETTERS OF REPRIMAND

THE PRINCIPAL CENTER

Overview/Training 

Repertoire Template 

Google Docs Template 

The screenshot shows a resource page with a header image containing the title 'HOW TO WRITE EFFECTIVE LETTERS OF REPRIMAND' and the logo for 'THE PRINCIPAL CENTER'. Below the header are three light blue buttons: 'Overview/Training' with a play icon, 'Repertoire Template' with a download icon, and 'Google Docs Template' with a download icon.

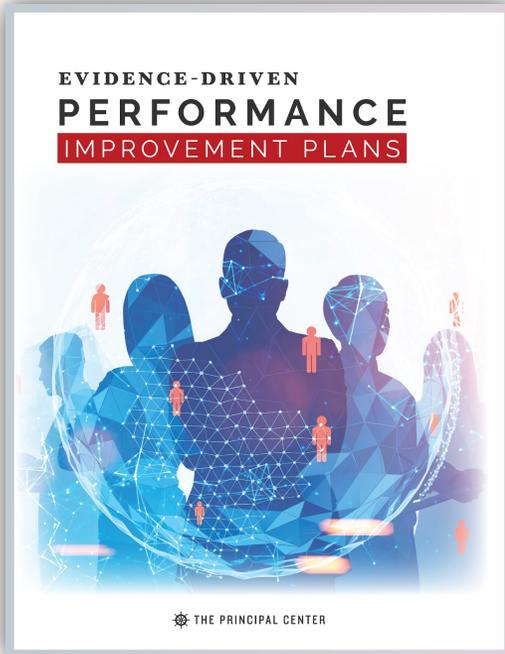


# Letters of Reprimand—8 Steps

1. Identify the unacceptable behavior
2. Give specific evidence
3. State the impact of the misconduct
4. Cite applicable policies
5. Cite related past incidents, if any
6. State the consequences of recurrence
7. State what action will be taken
8. Offer the chance to be heard/appeal



# PIP Decision Tree & Template



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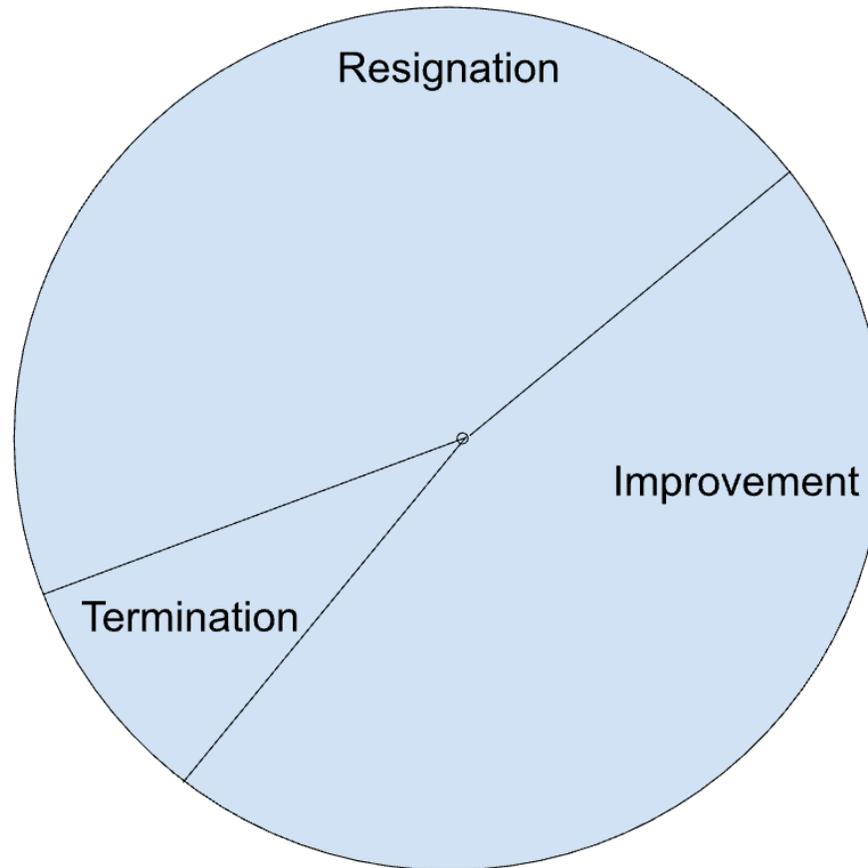


# 3 Possible Outcomes To Accept

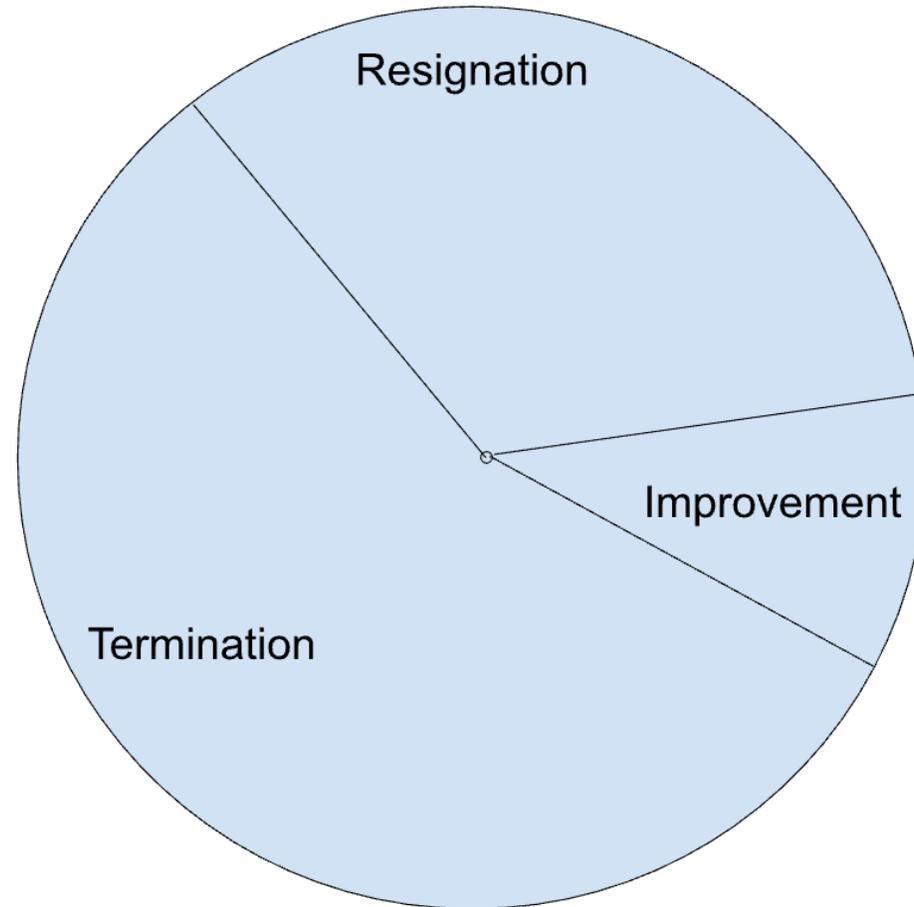


1. The teacher resigns in frustration
2. You fire or non-renew the teacher for failing to improve to a satisfactory level of performance
3. The teacher improves to a satisfactory level and remains on staff

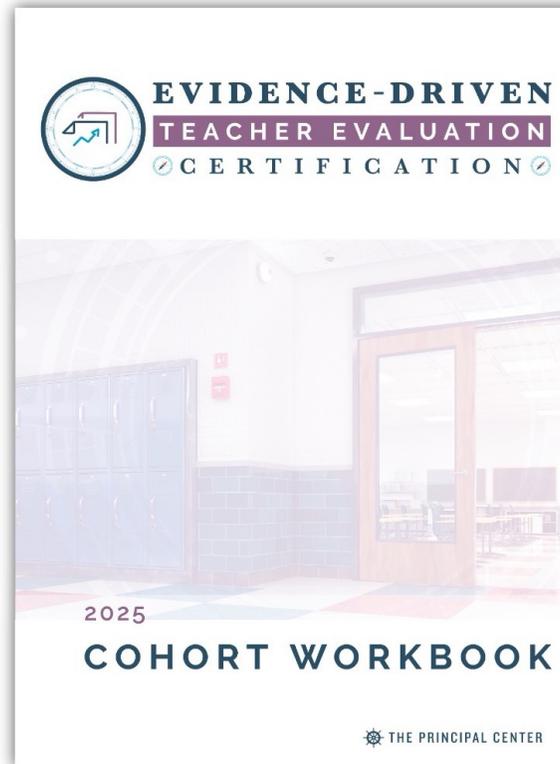
# Likely Outcomes—Scenario 1



# Likely Outcomes—Scenario 2



# Workbook



[Dashboard.PrincipalCenter.com/evaluation](https://Dashboard.PrincipalCenter.com/evaluation)



# Summer 2025 Cohort



- Teacher goal-setting
- Professional development planning
- Instructional leadership planning

All-Inclusive Lifetime Membership



**NAVIGATOR**

2025 YEAR-END SALE

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