

DMPS Alternative Contract Evaluation and Support

ATC Year's 1 and 2

Evaluation Timeline (minimum) :

- 2 Evaluations – First Semester
- 1 Evaluation – Second Semester

Focus: All 8 Iowa Teaching Standards

Evaluation Team:

- #1 – Principal
(Evaluator of Record)
- #2 - Evaluator
- #3 - Evaluator

Support Team:

- #1 – Administrator Member
(non-evaluator)
- #2 – Support Member: Same grade
level or content area
- #3 – Support Member = District
Assigned Mentor

IPDP – NO

End of Year 2

- “Portfolio” submission – One powerful artifact per standard can be utilized to demonstrate competency in teaching standards and criteria.
- Within the first two years of employment, the teacher should demonstrate having met Iowa’s 8 teaching standards in order to convert to a standard License with the BOE.

ATC Year 3

Evaluation Timeline (minimum):

- 2 Evaluations – First Semester
- 1 Evaluation – Second Semester

Focus: All 8 Iowa Teaching Standards

Evaluation Team:

- #1 - Principal
(Evaluator of Record)
- #2 - Evaluator
- #3 - Evaluator

Support Team:

- #1 – Administrator Member
(non-evaluator)
- #2 – Support Member: Same grade
level or content area
- #3 – Support: 3rd year = Building
Level Mentor

IPDP - YES

ATC Year's 4 - 8

Evaluation Timeline (minimum):

- 1 Evaluation per year

Focus: All 8 Iowa Teaching Standards

Evaluation Team:

- #1 - Principal
(Evaluator of Record)
- #2 – Vice Principal

Support Team:

A teacher or the teacher’s support or evaluation team may request a fourth year of support. Extending the support is not equivalent to an extension of the probation period in Iowa Code 279.19.

IPDP – YES

Year 4.5 – Master’s Level Courses Begin

Items to Note

- Within four weeks after the employee reports to his/her assignment, the building principal or his/her appropriate supervisor, shall acquaint each employee with the formal evaluation procedures and inform them of who makes up their evaluation and support team members.
- Evaluators are to be Certified Evaluators. If not, and a non-certified evaluator is requested, the District will notify and receive approval from the DMEA for the use of a non-certified evaluator. (I.E. a specialist in a specific content area who does not hold Iowa’s Evaluator certification).
- Evaluation team members can include SIL’s, District curriculum coordinator’s, District supervisor’s, specialists, vice-principal, principal from another building, or a District executive directors.