



2024-2025 Richmond County School System Evaluation Timeline

August	
23 rd	<ul style="list-style-type: none"> • TKES and LKES: Orientation, PSC Professional Learning Goals/Plans, Self-Assessment Pre-Evaluation Conference (group/individual), Remediation Plans Completed and Reviewed
30 th	<ul style="list-style-type: none"> • Contributing Professionals: Complete Professional Learning Goals
August-September	<ul style="list-style-type: none"> • GaLEADS: School administrators conduct an annual GaLEADS Preliminary Meeting and Teacher Orientation (available in Ga LEARNS) with all teachers within the first 30 days of school or new hire date and prior to conducting feedback cycles. During this meeting, administrators review Targeted Performance Standards, Student Performance Indicators, Professional Growth Plans.
	<ul style="list-style-type: none"> • GaLEADS: Teachers submit a Self-directed or Directed Professional Growth Plan to the Pilot Platform. Teachers, schools, and districts submit required Success Indicators.
September	
30 th	<ul style="list-style-type: none"> • FULL PLAN: First Walkthrough (10 minutes) • FLEX PLAN: First Observation (Walkthrough 10 minutes) • GaLEADS: Feedback Cycle #1 (Novice)
November	
15 th	<ul style="list-style-type: none"> • FULL PLAN: Second Walkthrough (10 minutes) • GaLEADS: Feedback Cycle #2 (Novice), Feedback Cycle #1 (Induction)
December	
13 th	<ul style="list-style-type: none"> • FULL PLAN: First Formative Observation/Assessment (30 minutes, all standards) • GaLEADS: Feedback Cycle #1 (Professional) • Remediation Plan Review
19 th	<ul style="list-style-type: none"> • TKES: Mid-Year Conferences, Teacher Assurances, Mid-Year PSC PL Goals/Plans Progress • Contributing Professional Plan: Mid-Year Professional Learning Goals Progress
January	
10 th	<ul style="list-style-type: none"> • LKES: Formative Observations and Mid-Year Conferences, Complete Mid-Year PSC PL Goals/Plans Progress

February	
7 th	<ul style="list-style-type: none"> • FULL PLAN: Third Walkthrough (10 minutes) • GaLEADS: Feedback Cycle #3 (Novice), Feedback Cycle #2 (Induction)
March	
6 th	<ul style="list-style-type: none"> • FULL PLAN: Fourth Walkthrough (10 minutes) • Contributing Professionals: Professional Learning Goals Reflection • GaLEADS: Administrative Observation (Professional)
April	
3 rd	<ul style="list-style-type: none"> • FULL PLAN: Second Formative Observation/Assessment (30 minutes, all standards). • FLEX PLAN: Second Observation (Formative Observation/Assessment) (30 minutes, all standards). • GaLEADS: Administrative Observation (Novice), Administrative Observation (Induction)
May	
8 th	<ul style="list-style-type: none"> • TKES and LKES: Summative Assessments: Walkthroughs, Formative Observations, Consider all available data sources (rate each standard based on totality of evidence and consistency of practice)
15 th	<ul style="list-style-type: none"> • TKES and LKES: Summative Conferences: *Individual Required • GaLEADS: End of Year Annual Performance Review Conference (Novice, Induction, and Professional) • Contributing Professional Plan: End of Year PSC Professional Learning Goals Progress • Classified Evaluations: (send to Carrienne Long HR Associate via pony) • Remediation Plan Review

Flex Plan: 1 Walkthrough, 1 Formative Observation/Assessment *PSC Professional Learning Goal

Full Plan: 4 Walkthroughs, 2 Formative Observations/Assessments *PSC Professional Learning Plan

Full TAPS Formative Process: Required for all educators who fall into one of these categories:

- Induction Teacher (three or less years of experience)
- Teaching out-of-field
- New position
- Out of the profession for a period of time
- Moving into the state
- Evaluation performance of Needs Development or Ineffective

TKES: A teacher's classroom observation shall be shared within 10 working days from the date of each observation. Observations announced or unannounced-Principal's discretion

GaLEADS: Debrief held 5 working days after observation.

All GaLEADS observations are a minimum of 15 minutes. Announced observations but can be unannounced.

Contributing Professionals-conferences optional

Richmond County GaLEADS Pilot Schools 2024- 2025:

- 1. Deer Chase Elementary School**
- 2. Hephzibah Middle School**
- 3. Hephzibah High School**

GaLEADS Frequency of Observations: Teacher Types

Teacher Type		Minimum Number of ELEVATE Feedback Cycles and Administrative Observation
Novice Teacher- First Year of Service	4	3 - ELEVATE Feedback Cycles + 1 Administrative Observation
Induction Teacher- 2-3 Years of Service	3	2 - ELEVATE Feedback Cycles + 1 Administrative Observation
Professional Teacher- 4 + Years of Service	2	1 - ELEVATE Feedback Cycles + 1 Administrative Observation
Accomplished Teacher- Teacher Leader Application Process	1	1 - Administrative Observation