

Suggested Professional Growth System Implementation Timeline

Phase	Month	PGS Component Implemented
Phase 1	August	Review Educator/ Leader PGS Rubric with Staff
	September	Develop Goals with Educators and Leaders during Pre-Observation Conference
	October/ November	Complete 1 st Educator Observation and Feedback
		Complete 1 st Principal Observation and Feedback
Phase 2	January/ February	Complete 2 nd Principal Observation and Feedback
	February/ March	Complete 2 nd Educator Observation and Feedback
	April /May	Complete 3 rd Educator Observation and Feedback
Phase 3	May	Post Conference /Final Summative Rating Feedback Conversation with Educators and Leaders
	June	Submit Educator and Leader Scores to MDE

***As a reminder, ALL teachers should receive three observations (2 informal and 1 formal) per year, including feedback conversations after each. What is more, evidence from the three observations should culminate into a summative rating at the end of the school year. Lastly, remember the above timeline is a suggestion and the timing is designed to provide for educator and leader coaching.**