Canyons Teacher Effectiveness Support System (CTESS)
Growth Cycle for Career Educators

Starting in the 2015-16 school year, all CSD educators will be assigned to one of the following groups: Phase 1, Phase 2, or Phase 3 in the CTESS growth cycle. Phase 1 is for summative evaluation. Phases 2 and 3 are growth years. Upon receiving a final summative rating at the end of the year, a career educator who is rated as Ineffective or Minimally Effective will remain in Phase 1 until an Effective or Highly Effective rating is achieved. Educators who are rated Effective or Highly Effective will retain that rating during Phases 2 and 3. At any time when performance is in question, an educator can be assigned to Phase 1. A new 3-phase cycle begins whenever an educator is in Phase 1, the summative evaluation year.

Phase 1 – Summative Year
Educators assigned to Phase 1 participate in a CTESS summative evaluation that includes the following:

**Educator Documentation**
- Self-assessment and goal setting
- 2 Lesson plans
- IPLC Notes (group notes)
- Stakeholder Input Response Statement
- and
- Annual Student Growth Percentiles and/or Student Learning Objectives

**Administrator Documentation**
- 2 formal IPOPs
- Meeting Participation Checklist
- Ethical Conduct Checklist
- Instructional Quality Rating

Phase 2 – Growth Year
- Self-assessment and goals
- 1 formal IPOP
- 1 Lesson plan
- Meeting Participation Checklist
- Annual Student Growth Percentiles and/or Student Learning Objectives

Phase 3 – Growth Year
- Self-assessment and goals
- 1 formal IPOP
- 1 Lesson plan
- Meeting Participation Checklist
- Annual Student Growth Percentiles and/or Student Learning Objectives

NOTE: Provisional educators complete 2 cycles of Phase 1 each year, for three years