**WPSD Certified Evaluation Cycles 21-22**

**1st Year Probationary Certified Staff:**

**1st Year Probationary (P1)**

Administrator Driven

**1st Year Probationary**

Administrator Driven

**Upon receipt of an Effective rating, move to the next cycle**

**1st Year Probationary Certified Staff Evaluation Process:**

**Probationary Certified Staff:**

**Non-Probationary**

Teacher Driven

Observations = 60+ total minutes (at least 1x20+min)

**Probationary**

Administrator Driven

**After 2 consecutive years of an Effective+ ratings, move to the next cycle**

**Probationary Certified Staff Evaluation Process:**

**Non-Probationary Certified Staff:**

**Non-Probationary**

Staff Member Driven

Observations = 60+ total minutes (at least 1x20+min)

**If 2 consecutive years of ratings below Effective, move back to Probationary Cycle**

**Non-Probationary Certified Staff Evaluation Process:**