

A PROGRESSION IS –

- A designation given to all classroom teachers based upon years of professional experience for the purposes of the educator evaluation.
- The educator evaluation offers educators three progressions:
 - » Initial
 - » Intermediate
 - » Advanced

How are Progression Levels designated within the Educator Evaluation System?

- At the beginning of the evaluation year, the school-level administrator assigns all teachers, including both classroom and specialists, to one of three progressions for evaluation purposes:
 - » The Initial Progression is assigned to new educators and to those educators with up to three years of professional teaching experience.
 - » The Intermediate Progression is assigned to educators in their fourth or fifth year of professional teaching experience.
 - » The Advanced Progression is assigned to educators who are in their sixth year of professional teaching experience or more.

When determining the proper progression level, how are the years of experience an educator holds tabulated?

- The progression level is assigned based upon the number of years the educator has as a full-time classroom teacher on a continuing employment contract. For the purposes of the evaluation system, newly employed full-time teachers are assigned as having 1 year.

What are the implications of assignment within each of the three progressions?

- The Initial Progression provides educators multiple opportunities to demonstrate what they know and do best during the first three years of their professional teaching careers. Educators on the Initial Progression will meet with their evaluators to assess effective instruction through four observations. Two of the observations are scheduled with educators. These educators will likewise benefit from consistent constructive feedback on evidence they submit throughout the evaluation related to the Professional Teaching Standards. Professional Development and support, as part of induction, are required by House Bill 4236 for educators on the Initial Progression whose performance is evaluated as emerging on a single element.

- The Intermediate Progression allows educators to demonstrate professional achievement and growth through the submission of evidence related to the Professional Teaching Standards and two observations conducted by the assigned evaluator. One of the two observations is scheduled with educators.
- The Advanced progression offers experienced educators the opportunity to participate in a self-reflection process through which they will also provide evidence of their success as it relates to the Professional Teaching Standards.
- In the Intermediate and Advanced Progressions, emerging performance is addressed at the school and district level. Quality sustained job-embedded professional development should be available to any educator who seeks to improve practice. Professional development resources, including online tools and other media, are accessible to all West Virginia educators as part of the comprehensive system of support developed by counties.

How are progressions assigned to educators returning to the classroom after an extended hiatus from teaching?

- Educators who return to the classroom after a hiatus of three or more years, and who initially began their careers in West Virginia, are placed on the Initial Progression for their first year in West Virginia before continuing the second year on the appropriate progression based upon years of professional teaching experience and an evaluation rating of accomplished or higher.

How are progressions assigned to educators who began their teaching careers in states other than West Virginia?

- Educators who began their careers in other states are placed on the Initial Progression for three years. Evaluators have the option to place educators who began their careers in other states on the appropriate progression based upon years of professional teaching experience and an evaluation rating of accomplished or higher beginning with the second year of teaching in West Virginia schools.

** *The position of School Counselor is not considered a Progression but the position is assigned within the Progressions component of the Online Educator Evaluation System.*