

2023-2024 – Instructional Schedule of Observations

Teacher Status	Formal Observations (Announced)	Walkthroughs (not a limited number)
Category 1 A New Teacher <i>(0 years of teaching)</i>	2 1 by 10/5/23 (start date 8/2/23)* 2 by 4/19/24 *1A teachers must be observed within the first 45 days	Minimum Requirement – once each nine weeks 2 by 12/15/23 4 by 4/19/24
Category 1 <i>(2nd or 3rd year of teaching or new to LCS)*</i>	2 1 by 12/15/23 2 by 4/19/24	Minimum Requirement – once each nine weeks 2 by 12/15/23 4 by 4/19/24
Category 2 <i>(starting with the 4th year of teaching)</i>	1 1 by 4/19/24 (annual contract) 1 by 5/10/24 (prof. serv. contract)	Minimum Requirement – once each semester 1 by 12/15/23 2 by 4/19/24 (annual contract) 2 by 5/10/24 (prof. serv. contract)
Category 3 <i>(starting with the 10th year of teaching)</i>	1 1 by 4/19/24 (annual contract) 1 by 5/10/24 (prof. serv. contract)	Optional
Instructional Support <i>(determined by the prior year's Instructional Practice Score)</i>	2 1 by 10/5/23 2 by 4/19/24	Minimum Requirement – twice each nine weeks 4 by 12/15/23 8 by 4/19/24

*All teachers new to the district will be assigned to Category 1 status for their first year in LCS, regardless of previous experience. Upon completing the first year with a final evaluation rating of effective or higher, the teacher will move into the category associated with his/her overall documented years of teaching experience. Teachers hired within the last 45 days of school will not be subject to an annual evaluation due to insufficient data. Those teachers will not be eligible for performance-based salary adjustments the following year. **The number of observations listed above is a minimum requirement.**