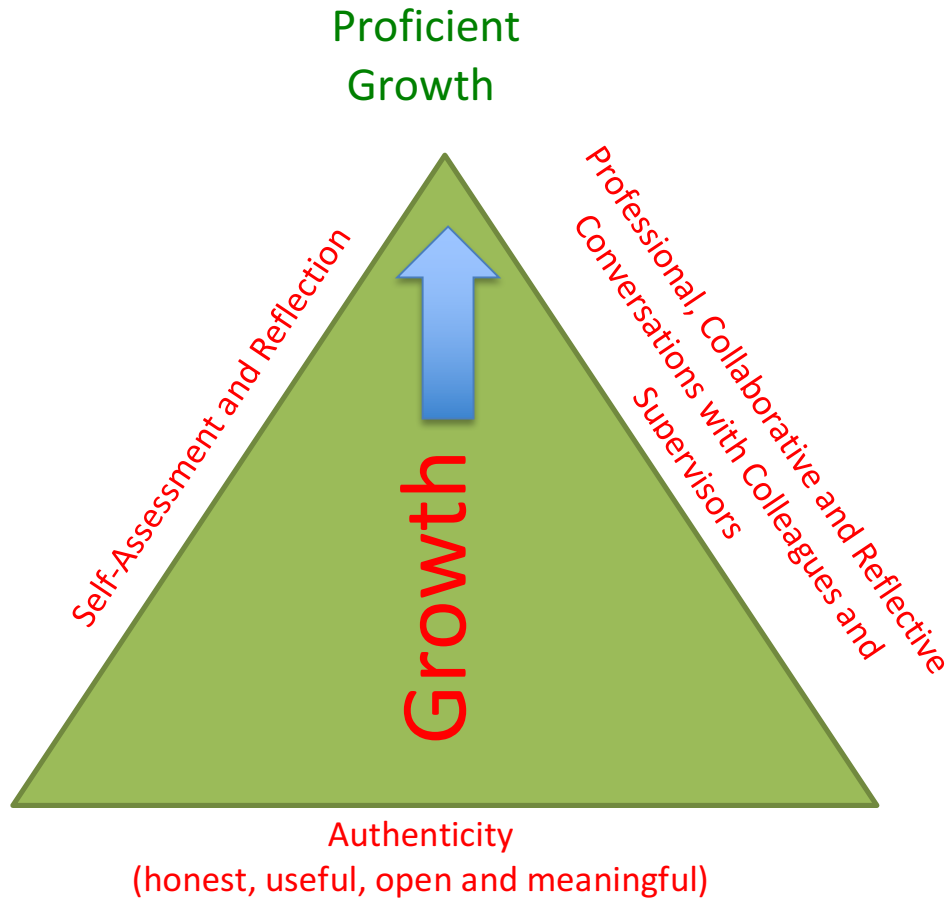


Schedule A of the Unit B Contract (3 pages)

*The Needham Public Schools believes that proficient educators focus on their own professional growth to enrich practice, which will lead to improved student achievement. This process relies on the willingness of each educator to engage in authentic self-assessment, professional and reflective conversations with colleagues and supervisors, and a deep commitment to professional improvement.*



Essential Questions

As a professional educator, what is my impact on:

How are all educators learning important skills, knowledge and concepts?  
(Standard I)

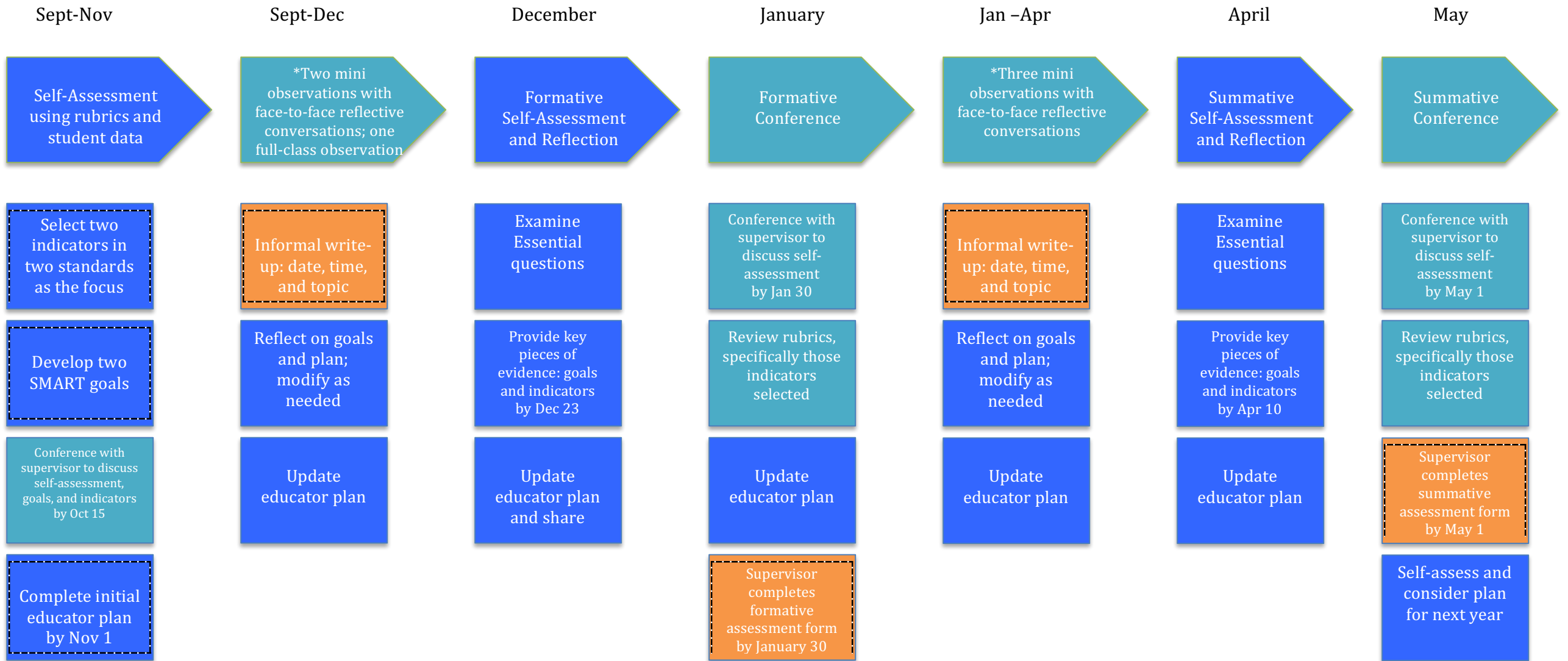
How does the administrator ensure that the department functions effectively and efficiently at a high level?  
(Standard II)

How are parents/families partners with educators?  
(Standard III)

How does the administrator foster a professional climate that supports high standards?  
(Standard IV)

**Due Dates:**  
The actual due date is a two-week window before or after the date listed on the document

Needham Public Schools  
Developing Educator Plan  
Evaluation Timeline



\*Refers to number of observations for developing educators in year one. Developing educators in year two or three shall have a minimum of three mini observations each year.

Needham Public Schools  
Two-Year Self-Directed Educator Plan  
Evaluation Timeline

**Due Dates:**  
The actual due date is a two-week window before or after the date listed on the document

