

2026-2027 Instructional Evaluation Quick Guide

Additional Resources can be found in the [Evaluation Systems Hub](#)

	Important Dates
August 24	First day observations may be conducted in iObservation <u>for teachers who began their assignment on 8/3/26</u> . A coaching observation is required to be completed on the coaching observation form, prior to any evaluative observations. <i>A teacher shall be employed for at least fifteen (15) duty days before an observation is conducted.</i>
September 8	Last day for Category 2A teachers <u>who began their assignment prior to 8/11/26</u> to be identified as Category 2B; administrators should verify all teachers' categories quarterly. <i>This request must be made in writing during the first twenty (20) student contact days of the new assignment.</i>
October 5	All Deliberate Practice Plans must be submitted in iObservation by <u>teachers who began their assignment on 8/3/26</u> . <i>This is required by the 45th duty day worked. All teachers hired before October 13, 2026, are required to complete a Deliberate Practice Plan.</i>
October 13	Teachers hired on, or after, this date are Temporary Contract . <i>Teachers hired on or after this date are not required to complete Deliberate Practice</i> . See page 2 of this document or the OCPS Evaluation Systems Procedures Manual for all temporary contract requirements.
October 19	Last day for administrators to review Deliberate Practice plans , approving or providing feedback for revisions in iObservation. <i>The administrator shall provide feedback on the plan within ten (10) duty days of submission.</i>
November 2	Last day for teachers to resubmit Deliberate Practice Plans that required revision in iObservation. Administrators review & approve all previously returned plans. <i>The teacher shall have ten (10) duty days to resubmit the plan if needed.</i>
November 16	Last day for Category 2A teachers to receive their first evaluative observation (formal or informal).
December 1	Last day for teachers to request an additional informal observation for the first semester.
December 14	Teachers hired on or after this date should be identified as Category 4 . <i>Teachers who teach eighty (80) student days or less between the first student day and May 1 will be assigned to Category 4. Teachers in this category shall not receive evaluative observations or complete Deliberate Practice</i> . See page 2 of this document or the OCPS Evaluation Systems Procedures Manual for more information on Category 4.
January 4	Last day for Category 1 & 2B teachers to have <u>first semester observation requirements</u> met. <i>(Evaluative informal observations shall not be conducted on the student contact day immediately before and after Winter Break.)</i> Last day for <u>non-evaluative</u> Domain 4 observations to be completed for Category 2A teachers. Last day for <u>evaluative</u> Domain 4 observations to be completed for Category 1 & 2B teachers. Last day for midpoint evaluations to be completed for Category 1 & 2B teachers.
March 1	Last day for Category 2A teachers to receive a second evaluative observation (informal or formal).
April 1	Last day for teachers to request an additional Deliberate Practice and/or informal observation. Last day for administrators to mutually schedule a Growth Plan observation to occur by April 30th to observe the target element, if needed.
April 15	Last day for administrators to complete second semester evaluative Domain 4 observations for all teachers in Categories 1, 2B, 2A & 3 .
April 30	Last day for Domain 1, 2, and 3 observations to be conducted; administrators should verify that all observations have been completed. Last day for Deliberate Practice to be observed in iObservation.
May 3	Last day for administrators to finalize Deliberate Practice plans and complete final evaluations for all categories of teachers.

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Category 1 & 2B		Category 2A	Category 3	Category 4
Category Criteria	Category 1 Teachers who are in their first, second, or third year of teaching and are new to the profession. (Required) Category 2B Experienced teachers who are in at least their 4th year of teaching & are: - a new hire to OPCS - or - assigned to teach a new subject area or level that is different from their previous assignment, or to a school with a different population of students from their previous assignment - or - received between a 1.5 & 2.3 Instructional practice score from the previous year (Required)	Teachers who are in at least their fourth year of teaching.	Teachers who have been assigned a professional improvement plan. <i>Administrators should review the teacher evaluation manual and contact the Professional Standards department regarding Category 3 placement.</i>	Teachers hired on or after December 14, 2026, OR teachers who work 80 student contact days or less from the first student contact day to May 3, 2027. <i>*The first student contact day for 26-27 is August 11, 2026.</i>
Evaluation Requirements	2 formal observation processes <i>1 each semester</i> - Domain 1 - Domain 2 (Pre-Conference) - Domain 3 (Post-Conference) 2 informal Domain 1 observations <i>1 each semester</i> 2 evaluative Domain 4 observations Midpoint Evaluation	1 formal observation process - Domain 1 - Domain 2 (Pre-Conference) - Domain 3 (Post-Conference) 1 Domain 1 informal observation 2 Domain 4 Observations <i>1 Non-evaluative</i> <i>1 Evaluative</i>	3 formal observation processes - Domain 1 - Domain 2 (Pre-Conference) - Domain 3 (Post-Conference) 7 Domain 1 informal observations <i>See the Evaluation Manual for additional requirement information and Domain requirements.</i>	Category 4 teachers do not receive observations that count towards evaluation, and do not complete a DP plan. All Category 4 teachers are required to have a Final Evaluation completed by May 3, 2027. A score of N/A will appear in place of a numerical score.
Temporary Contract Teachers	Teachers hired between October 13, 2026, and December 11, 2026, are considered temporary contract teachers. This is not a separate evaluation category but instead refers to the contract type of the teacher. Temporary contract teachers are assigned an evaluation category according to the same criteria as outlined above.	Category 1 & 2B 1 formal observation process 2 informal Domain 1 observations 2 evaluative Domain 4 observations Midpoint Evaluation Category 2A Same observation frequencies and requirements as all Category 2A teachers.		Temporary contract teachers are not required but may opt to complete the Deliberate Practice process. If a Deliberate Practice plan is not completed, it will not be calculated into the Instructional Practice score for the school year. All Temporary Contract teachers are required to have a Final Evaluation completed by May 3, 2027.
Deliberate Practice	At least one rating of the target element is necessary for the teacher to receive a DP score: - The target element may be observed within a formal or informal observation and may be rated as many times as is appropriate. - Only the highest rating of the target element will be used as the overall DP score. - If an additional Deliberate Practice observation is requested by the teacher, ONLY the Deliberate Practice target element should be observed.			