

Novice Teacher Frequently Asked Questions

Evaluation

1. How does evaluation work for new teachers?

All new teachers are considered Probation-A, which means you will complete the formal evaluation cycle 3 times your first year.

2. What is included in the formal evaluation cycle?

The evaluation cycle includes goal setting at the beginning of the year, a pre-observation meeting, a formal observation, and a post-observation meeting. The notes and artifacts that are collected by your administrator will be available to you in MyPGS -> My Plans -> Select your current role -> Evidence, Observation, and Feedback.

3. What if I have an observation, but something else great happened that relates back to one of my goals?

You can upload your own artifacts! There is a section called “artifacts” this is a great place to share highlights of successes and wins in the classroom, in parent communication, PLC growth, etc.

4. Where do I find information about the Rubric that is used to evaluate me?

Once again MyPGS for the win! Click on Resources -> There are a lot of great resources available that are helpful for SLO's as well as Evaluation. In particular, the Teacher [Evaluation Critical Attributes](#) is an awesome resource that further breaks down the standards and indicators to help you understand what they “look like” in practice.

5. How do I choose a lesson or goals for my evaluation?

This is an important question for you to discuss with your site administrator that is assigned as your evaluator. Each school has site specific expectations for what to bring to your Evaluation meetings. Don't be afraid to ask what your school specifically asks from you.

6. Do I need to complete a Student Learning Objectives (SLO) my 1st year teaching?

No, you are exempt from completing an SLO your first year in WCSD. However, it isn't a bad idea to practice your assessment skills. The SLO process is a great

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example of how you should be collecting evidence of student understanding to plan effectively for them!

7. I am in my 2nd or 3rd year in WCSD, and I need some help with my SLO. Where can I find more information?

WCSD has an excellent [Student Learning Objectives website](#) with more information about the process, examples, expectations, and a plethora of other resources! If you have specific questions that you aren't able to find the answer to, please feel free to reach out to Marissa McClish, MMcClish@washoeschools.net

Novice Teacher Academy Requirements for Year 1-3 teachers

8. Do I have to complete the Novice Regional Seminar?

Yes, this course is mandatory for all New WCSD Teachers in Year 1, unless they have a Principal Exemption.

9. I did not enroll in or complete the Novice Regional Seminar (NRS) during my first year. What do I do?

Educators must enroll in or complete NRS during Year 2, as this course is required for all new WCSD teachers. Unless they have a Principal Exemption. These can be accessed by the principal contacting the Mentoring and Induction Coordinator, Nicolette Smith NSmith@washoeschools.net

10. I am interested in a course not on the NTA playlist, can I still enroll?

Yes! As long as the course is approved by the Mentoring and Induction Coordinator. Course will only be approved that elevates and engages new teachers in classroom management, pedagogy, or Tier 1 instruction content.

11. What happens if I do not complete the required number of courses each year?

Failure to complete the annual requirements may be reflected on your annual performance evaluation and will be “incomplete” on your official transcripts.

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12. I attended the New Teacher Summer Kick-off. Do I need to take an additional course in Year 1?

No, you will only be required to participate in a Novice Regional Seminar during your first year.

13. I can't find the Regional Seminars on MyPGS. How do I register?

The Seminars are invitation only, so they aren't visible on MyPGS. You will automatically be enrolled in the Regional Seminar that aligns with the high school vertical where your school is located.

14. What if there is a Regional Seminar that is closer to my home, can I attend a different Regional Seminar than I am assigned?

Absolutely! Just contact Nicolette Smith, and she can move you to a Seminar that is more convenient.

15. What happens if I miss one of the Regional Seminars?

Not a problem! The Seminars are designed to be easily accessible with five K-5 and five 6-12 options each month. Please just reach out to the Seminar Leads for the session you would like to attend to ensure you have the information for their classroom location and any necessary artifacts they may be using!

Novice Teacher Resources

[Novice Teacher Learning Pathway](#)

WCSD [Novice Teacher Padlet](#)

[WCSD i-Ready Padlet](#)

[Infinite Campus Virtual Lab](#), Need help with Infinite Campus? Did you know you can schedule a 1:1 Teams meeting with an Infinite Campus specialist!! Register for the [Infinite Campus Virtual Lab](#), section #370 on MyPGS and they will reach out to schedule a time!

[Novice Regional Seminar Calendar](#)

[Print Shop](#) – WCSD has their own printing services. They have excellent prices, especially if you're making large copy order. Make sure to ask your head secretary for permission prior to using Print Shop.

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[MyPGS](#) – this is where all the professional learning and evaluation resources for WCSD are housed.

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