



	Pre-Tenure	Tenure		
1 Year Cycle	Foundation/Benchmark Conference 2 SLO Processes due March 1 Up to 3, with a minimum of 2 Formal Observation Cycles At least 1 Informal Observation Cycle Summative Conference	Benchmark Conference 1 SLO Process 1 Formal Observation Cycle <i>Additional, Optional Formal and Informal Observation Cycles</i> Summative Conference		
2 Year Cycle	Not Applicable	<u>2023-2024 School Year Only</u> Year 2 of a 2 Year Cycle Benchmark Conference 2 SLO Processes by 4/15 1 Formal Observation Cycle <i>Additional, Optional Formal and Informal Observation Cycles</i> Summative Conference <i>NOTE: This box only applies to Tenured Teachers who did not participate in a Summative Conference in 2022-2023</i>	Year 1 Benchmark Conference 1 SLO Process by 4/15 <i>Optional Formal and Informal Observation Cycles</i>	Year 2 Benchmark Conference 1 SLO Process by 4/15 1 Formal Observation Cycle <i>Additional, Optional Formal and Informal Observation Cycles</i> Summative Conference
3 Year Cycle	Not Applicable	Year 1 Benchmark Conference 1 SLO Process by 4/15 1 Informal Observation Cycle in Year 1 or 2 <i>Additional, Optional Formal and Informal Observation Cycles*</i>	Year 2 Benchmark Conference 1 SLO Process by 4/15 1 Informal Observation Cycle in Year 1 or 2 <i>Additional, Optional Formal and Informal Observation Cycles*</i>	Year 3 Benchmark Conference 1 SLO Process by 4/15 1 Formal Observation Cycle <i>Additional, Optional Formal and Informal Observation Cycles*</i> Summative Conference

NOTE: If only one year has passed since the last Summative Conference, then a Summative may be held provided the teacher was informed by the appraiser of his/her intent before or during the Benchmark Conference and a Formal Observation cycle is completed by the appraiser that school year.