

NORTH CAROLINA TEACHER & LICENSED SUPPORT STAFF EVALUATION PROCESS TIMELINE

ANSON COUNTY SCHOOLS 2026-2027

DUE DATE	COMPREHENSIVE	STANDARD	ABBREVIATED
	Includes: Beginning Teachers (years 1, 2, & 3), Experienced Teachers new to ACS (year 1), and Support Staff, SW, Counselors, CDCs etc.. in (year 1) BT/RL teachers must have 2 observations completed before December 18, 2026	Includes: Teachers with 4+ years in ACS & in their license <u>Renewal</u> year (expiring June 30, 2027), Support Staff, SW, Counselors, CDCs etc... with 4+ years in ACS, and teachers with performance concerns not on comprehensive	Includes: Teachers with 4+ years in ACS and <u>NOT</u> in their license renewal year
August 3, 2026	Principal to verify Staff List		
August 20, 2026	<----- Training/Orientation completed ----->		
October 14, 2026	<----- Self-Assessment & PDP Initial Review due ----->		
	Pre-Conference (Before first observation only)	Pre-Conference (Before first observation only)	
October 14, 2026	Formal Observation #1 (Post-conference signed within 10 days)	Formal Observation #1 (Post-conference within 10 days)	
December 8, 2026	Anyone hired after December 8, 2026, is considered a LATE Hire and is required to receive 2 Formal Observations & a Summative. Anyone hired after February 1, 2027, will be required to have 1 Formal Observation & a Summative.		
December 16, 2026	Formal Observation #2 (Post-conference within 10 days) Report performance concerns and potential non-renewals to Dr. O'Kelley	Informal Observation #2 (All standards & post-conference within 10 days) Report performance concerns and potential non-renewals to Dr. O'Kelley	Informal Observation #1 (Standards 1 and 4 only. Post-conference within 10 days) Report performance concerns and potential non-renewals to Dr. O'Kelley
January 29, 2027	<----- PDP Mid-Year Review due ----->		
February 19, 2027	Formal Observation (Peer) #3 (Post-conference within 10 days)	Informal Observation #3 (All standards & post-conference within 10 days)	
April 8, 2027	Formal Observation #4 (Post-conference within 10 days)		Informal Observation #2 (Standards 1 and 4 only. Post-conference within 10 days)
April 8, 2027	Teachers being recommended for non-renewal must have their Summary Rating Form completed by April 8, 2027.		
May 7, 2027	Summary Rating Form due (All standards) Principal <u>must</u> complete BT Summary Forms! Annual BTSP documentation due	Summary Rating Form due (All standards)	Summary Rating Form due (Standards 1 and 4 only)
May 7, 2027	<----- PDP End-of-Year Review due ----->		

*Formal Observations shall last at least **45** minutes. Informal Observations must be for a minimum of **20** minutes in one sitting. Peer Observations should be 45 minutes. (Mentors cannot serve as the Peer observer for their own mentee) Teacher acknowledgement date for post conference in NCEES MUST be within the 10 days of the observation date.*