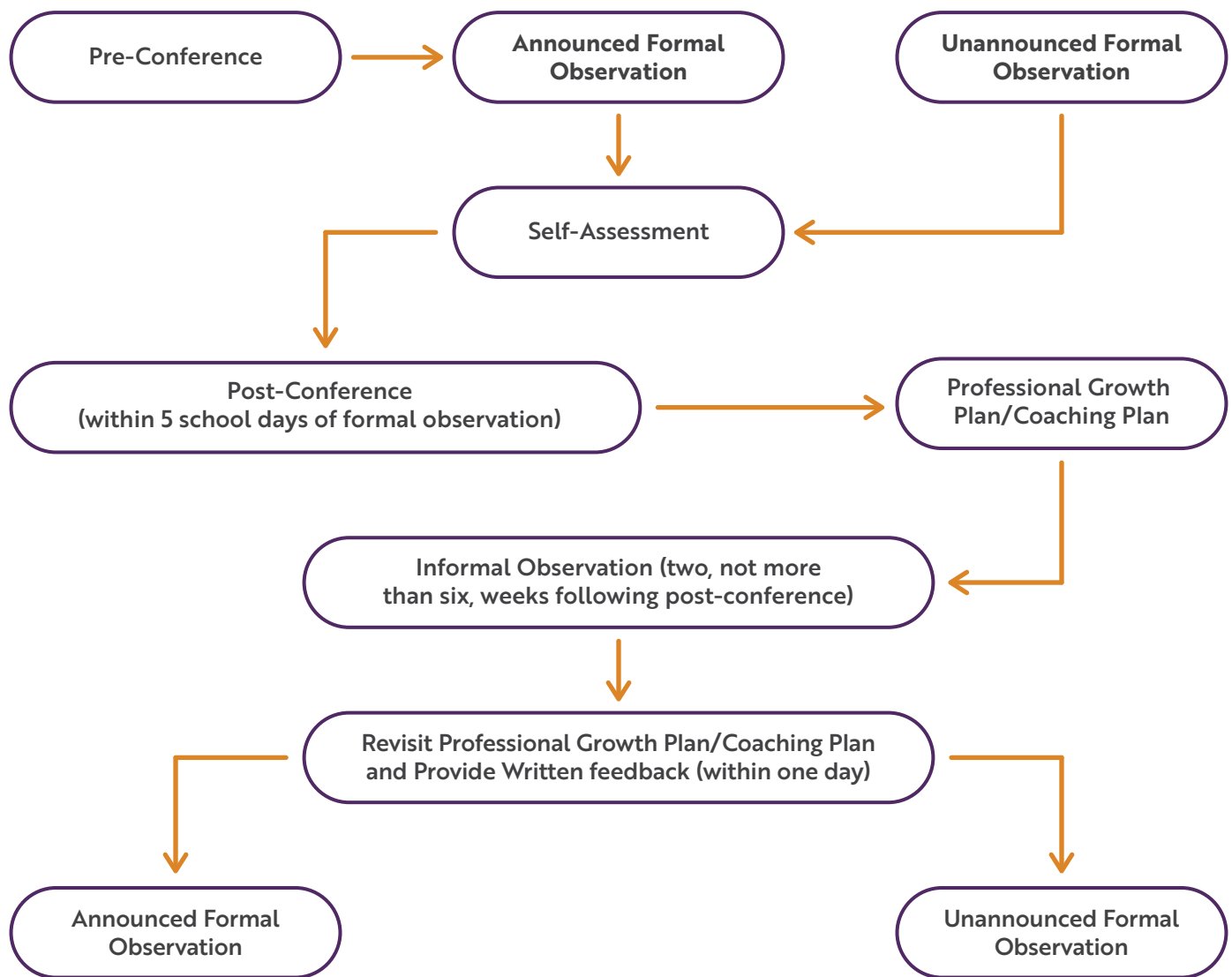


Formal Observation Cycle of Support



Formal Observation Minimum Requirements

New Teachers (within first three years):

- Receive 3 observations, one announced and two unannounced

Teachers with three years of experience and beyond:

- Receive an **unannounced** observation
 - If the observation is **below a 3.5**, a second observation is required; this one is **announced**
 - If the average of the first two observations is **below a 2.5**, then a third observation is required; this one is **unannounced**