

GROWTH AND PERFORMANCE SYSTEMS AT A GLANCE

EMPLOYEE TYPE	GROWTH & PERFORMANCE SYSTEM	QUICK LINKS TO FORMS AND MATERIALS
Classroom / Building Based Teachers who provide instruction	LEAP	<ul style="list-style-type: none"> • 2016-17 LEAP handbook • LEAP website • LEAP Application Tool (LAT) • LEAP Anytime Tools and helpful resources
Audiologist Occupational Therapists & Physical Therapists School Counselors School Nurses School Psychologists Social Workers Deaf & Hard of Hearing Itinerants Speech Language Pathologist Teachers of the Visually Impaired and Orientation and Mobility Specialists	SSP Growth and Performance System	<ul style="list-style-type: none"> • Specialized Service Provider Growth and Performance System overview
Senior Team Lead Team Lead	LEAP. This role will also be evaluated with LEAD in 2017-18	<ul style="list-style-type: none"> • LEAP Application Tool (LAT) • LEAP website • Teacher Leadership and Collaboration website • LEAD handbook
Facilitator/Staff Developer Librarian (no direct instruction) Central TOSA	Comprehensive Performance Evaluation	<ul style="list-style-type: none"> • CPE resources
Principal Assistant Principal Dean Administrative Assistant	LEAD All Instructional Deans will be on LEAD in 2017 -For any Deans/APs who were on LEAD in 2016, schools should continue with LEAD and would have final conversation in Jan. Any new hire to role may set initial goals on current LEAD framework. This will be required in Jan. 2017.	<ul style="list-style-type: none"> • LEAD handbook

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Paraprofessionals Office Personnel ProTechs	Classified Employee Growth and Performance System	<ul style="list-style-type: none"> • Classified employee evaluations website
Centrally managed non-exempt, non-unionized employees. Food Service Managers Food Service Workers	Core Competencies Evaluation (CCE)	<ul style="list-style-type: none"> • Core Competencies Evaluation Website
Centrally Managed exempt employees	LIFT/EPMP	<ul style="list-style-type: none"> • LIFT/EPMP website

GENERAL TIMELINE

HR partners are available to answer questions and support leaders with performance management.

July 1	LIFT/EPMP Performance cycle begins with goal setting and development planning aligned to LIFT
July 1	CCE performance cycle begins with level setting conversations
Aug. 12	LIFT/EPMP & CCE Managers must submit appraisals to employees for acknowledgement in Infor GHR in order to be eligible for their own pay-for-performance increase.
Dec. 1 – Jan 30	LIFT/EPMP and CCE Mid-year conversations take place
April	CCE Year-end appraisals are available to begin in Infor HR in April
May	LIFT/EPMP and CCE self-appraisals are due
Sept. 30	Professional Growth Plan (PGP) Student Learning Objectives