

APPENDIX E

ALTERNATIVE EVALUATION PROCESS

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Permanent Bargaining Unit Member- Alternate Evaluation Process

A bargaining unit member who has received three (3) consecutive annual satisfactory written evaluations, will be evaluated according to the alternate evaluation process. This section applies to those certificated bargaining unit members employed during or prior to the 2002-2003 school year.

Alternate evaluation will consist of one of the following selected by the evaluatee: (1) Permanent Standard Assessment Process (6.4), or (2) Walk Through/Conference-Based with Certificated Teacher's or Counselor's Action Plan.

Walk Through/Conference-Based with Certificated Teacher's or Counselor's Action Plan

Prior to the end of the sixth week of school, the evaluator and evaluatee shall meet for the purpose of reaching consensus on the evaluatee's Certificated Teacher's Alternate Action Plan or Counselor's Alternate Action Plan. (forms in Appendix E) The evaluatee may include on this form perceived constraints which may affect attainment of the goals stated in the Action Plan, and the constraints may be modified by consensus at any time during the school year.

The Midyear Conference will be held prior to the last working day of January.

Thirty (30) days prior to the end of the school year, the evaluatee will complete the Self Evaluation portion of the Certificated Teacher's Alternate Action Plan/Evaluation form or the What I Did to Meet My Goals portion of the Counselor's Alternate Action Plan/Evaluation form. The evaluator, based upon scheduled/unscheduled or walk through observations and the bargaining unit member's own assessment, will then complete the written evaluation portion of the form.

If an evaluatee receives an "unsatisfactory" or a "needs improvement" on an evaluation, the Permanent Standard Assessment Process will be implemented. (see 6.2.5)