



Letter of Agreement Teacher Evaluation

Revised: 6/13/2024

Timeline - Guidelines:

Note: These timelines are guidelines only and may vary in application depending upon a variety of factors, such as teacher and evaluator attendance, and observer availability.

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	Yearly Totals
Who?	Inquiry Cycle 1					Inquiry Cycle 2				
<ul style="list-style-type: none"> o First Year o Developing o Needing Improvement 	1-2 Observations					1-2 Observations				Minimum 2 Observations
<i>IDP, MYPR, Summative Meetings = Required</i>										
<ul style="list-style-type: none"> o New at HPS o Effective o Highly Effective and On Cycle to be evaluated. 	1-2 Observations					1-2 Observations				Minimum 2 Observations
<i>Professional Growth Plan (PGP), Mid-Year Progress Report (MYPR), Summative Meetings = Optional</i>										
<ul style="list-style-type: none"> o Highly Effective 3 consecutive years (prior to 7/1/24) o Effective 3 consecutive years (after 7/1/24) 										
<i>PGP, MYPR, Summative Meetings are Optional.</i>										

Observations

- A. Observations are to be no less than 15 minutes in length.
- B. A post-observation conference must be held to review the lesson plan, state curriculum standards, and pupil engagement.
- C. Written feedback must be provided to the teacher within 30 calendar days of observation.

Student Growth and Assessment Data

Twenty (20%) percent of a teacher's evaluation will include NWEA building growth data.

Miscellaneous:

- A. The evaluation tool that will be used is the 5D+ Rubric for Instructional Growth and Teacher Evaluation created by the Center for Educational Leadership.
- B. 3 Consecutive HE/E Ratings: If a teacher is rated Highly Effective (prior to July 1, 2024) or Effective (after July 1, 2024) on 3 consecutive annual year-end evaluations, he/she shall be evaluated every third year thereafter. If the subsequent year-end rating is not "effective", the teacher shall be evaluated annually until receiving an Effective rating for an additional three (3) consecutive years.

- C. Teachers who were not evaluated during the 2023-2024 school year will be phased into the evaluation cycle with a third of those Teachers being evaluated each year of this agreement.
- D. Teachers who qualify for a triennial evaluation will be assigned an evaluation year based on their employee number. Teachers with an employee number ending in 7, 8, or 9 will be evaluated in the 2024-2025 school year. Teachers with an employee number ending in 4, 5, or 6 will be evaluated in the 2025-2026 school year. Teachers with an employee number ending in 0, 1, 2, or 3 will be evaluated in the 2026-2027 school year.
- E. Exemption of Student Growth: The performance evaluation system will allow for exemption of student growth data for a particular pupil for a school year upon the recommendation of the school administrator conducting the annual year-end evaluation or his or her designee and approval of the school district superintendent or his or her designee, intermediate superintendent or his or her designee, or chief administrator of the public school academy, as applicable.
- F. The teacher's anniversary date, upon which tenure is based, is the teacher's first student day or his/her hire date, whichever is sooner.

Christy Bartone

For the HEA: Christy Bartone
Chief Negotiator

Katie V. Pennington

For the District: Katie Pennington
Deputy Superintendent

6-14-24

Date

6-14-24

Date