

1 **2. Classroom teacher, majority of students take state assessment but in other subject area than that**
2 **taught by teacher**
3

4 The teacher’s evaluation will be based 50% on PRIDE, 50% on student gains on a district-wide
5 standardized test or statewide assessment when available. When three years of data is not available for
6 each teacher, the proportions will alter to 60% on PRIDE and 40% student gains data. If not using a
7 statewide assessment, the measure to be employed at each grade level and subject area must be agreed to by
8 the parties. If a district-wide standardized test or statewide assessment does not exist, teachers in this group
9 will be evaluated as in number 3, below.

10
11 **3. Classroom teacher, majority of students do not take state assessment**
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13 The teacher’s evaluation will be based 50% on PRIDE, 50% on student gains on a set of measurable
14 learning targets, until such time that a district-wide test is available, agreed to in advance between the
15 parties. When three years of data is not available for each teacher, the proportions will alter to 60% on
16 PRIDE and 40% measurable learning targets. A list of acceptable measurable learning targets to be
17 employed at each grade level and subject area must be agreed to by the parties.
18

19 **4. Non-classroom teacher, assigned serving students at 1 or 2 to specific school(s)**
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21 The teacher’s evaluation will be based ~~on 70-50%~~ on PRIDE and ~~30-50%~~ on the ~~state’s value added data of~~
22 ~~state assessment~~ student growth scores for those students attending the specific schools to which the non-
23 classroom teacher is assigned. When three years of data ~~is~~ are not available for each teacher, the
24 proportions will alter to ~~80~~ 60% on PRIDE and ~~20~~ 40% ~~value added data on student growth scores.~~
25

26 **5. All other non-classroom teachers, not assigned to specific school(s)**
27

28 The teacher’s evaluation will be based ~~on 70~~ 50% on PRIDE and ~~30~~ 50% on the ~~state’s value added data of~~
29 ~~state assessment~~ student growth scores for the students in the district as a whole. When three years of data
30 is are not available for each teacher, the proportions will alter to ~~80~~ 60% on PRIDE and ~~20~~ 40% ~~value~~
31 ~~added data on student growth scores.~~
32

33 D. Evaluation Responsibilities

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35 The principal may assign responsibility of evaluating selected teachers to his/her assistant principal(s) except
36 during the PIP process.
37

38 E. Copies of the Evaluation Report

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40 If the teacher declines to sign a completed TES evaluation form, he/she shall, within ten days, provide a rebuttal
41 to be attached to the evaluation. A teacher shall not be requested nor required to sign a blank or incomplete
42 evaluation form. A teacher’s signature on the form merely acknowledges receipt of the document and not
43 necessarily agreement with its content.
44

45 F. Meetings

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47 Whenever a teacher is required to appear before the principal, superintendent or Board for the express purpose
48 of discussing matters that question the teacher’s professional or instructional competency, the teacher and the
49 SC/TA shall be given no less than 24 hours written notice of the purpose of such meeting or interview and shall
50 be entitled to have a representative of his/her choice present to represent him/her during such meeting or
51 interview.
52

53 **ARTICLE XII - TEACHER CONTRACTS**
54

55 A. Category 1 Teachers, Probationary Contracts (PC)