

TENTATIVE AGREEMENT

RCS/RCSTA

April 26, 2023

EVALUATION & DEVELOPMENT PROCEDURES

1. **Purpose.** The primary purpose of evaluation is to develop, support, and retain unit members and thereby improve the quality of education for all students at River Charter Schools.
2. **Evaluation System:** RCSTA and RCS recognize the evaluation process as a framework for on-going opportunities for professional growth and development to improve both teaching and learning. The evaluation process shall endeavor to provide for instructional and professional growth at every point in the educator's career, give increased help and supervision to educators with growth areas, and ensure ample opportunities for professional growth and development. Further, the process will provide relevant and constructive feedback, including opportunities for peer involvement for advisory and support purposes, and integration with professional development and the necessary resources for unit members to improve their practice and enhance student learning.
3. **Evaluator:**
 - 3.1. The unit member's Principal or designated administrator shall be responsible for evaluating the unit member. The designated evaluator shall be qualified to conduct an evaluation.
 - 3.2. A unit member may not evaluate another unit member.
 - 3.3. A unit member's coach shall not serve as their evaluator.
4. **Support for Growth Areas:** If growth areas are noted in an evaluation, the evaluator may develop a plan with the unit member to assist the unit member in developing the areas identified. The evaluator will:
 - 4.1. Provide a written document that includes an explanation of the growth area and suggested corrections. Where possible, improvement goals shall be collaboratively created along with clearly indicated expectations and evidence of achievement.
 - 4.1.1 In the event that the unit member receives an overall evaluation that does not meet expectations and where consensus cannot be reached in that growth area, the evaluator may designate up to two (2) goals for improvement in that growth area.
 - 4.1.2 In the event that the unit member receives an overall evaluation that meets expectations and where consensus cannot be reached in that growth area, the evaluator and the unit member may each select one goal for improvement in that growth area.
 - 4.2. Provide resources to assist with improvement which may include but is not limited to the following: support and coaching, professional development, observation of demonstration lessons and peer classrooms, administrator determined and accompanied visitations to other classes, or other techniques to support improvement.
 - 4.3. Provide a clear timeline for making improvement.

4.4. Meet no less than once per month with the unit member to provide feedback and review progress towards the goals identified on the timeline and make adjustments as needed.

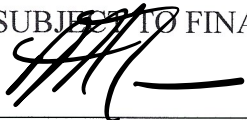
5. **Professional Evidence**

5.1. In order to supplement the evaluation, the evaluator may request evidence from the unit member that demonstrates effective work in the classroom, the school, and the community. For example, the evidence might include a sample of the curriculum unit, a video of a successful lesson, a survey created to assess parents' reactions to home-school communications, or work generated as part of a team. Evidence could also include: observation reports of formal and informal observations by the evaluator, sample lesson plans, self-evaluation based on Performance Standards, and evidence of contributing to school academic growth.

6. **Task force:**


- 6.1. RCSTA and RCS shall form a task force to meet and design the evaluation system including but not limited to tools, evaluation criteria, and process.
- 6.2. The Task Force shall be composed of up to four (4) RCSTA members (chosen by the RCSTA Officers), and no more than four (4) RCS representatives (chosen by RCS). RCSTA and RCS task force members will be chosen no later than **July 1st, 2023**.
- 6.3. The task force shall solicit feedback from all stakeholders before beginning their work.
- 6.4. The task force shall meet on a regular basis, but at least monthly, and shall conclude its work by no later than **December 30th, 2023**.
- 6.5. At the conclusion of the work of the task force, the parties shall convene reopen negotiations for potential modification of this article.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:



RCS Representative

Dated: 5/5/23



RCSTA Representative

Dated: 4.27.23