

2009-10 Side Letter of Agreement
Between
Greater Santa Cruz Federation of Teachers, K-12 Unit
And
Santa Cruz City Schools

EVALUATION PROCEDURE AND STUDENT OUTCOMES

The primary purpose of certificated evaluation in Santa Cruz City Schools (SCCS) is to support and assist professionals in having a positive impact upon student achievement by providing learning opportunities and improving their practices.


Education Code requires that the school district evaluate and assess certificated employee performance as it reasonably relates to the progress of pupils towards the achievement of academic standards as measured by state adopted criterion referenced assessments such as CST and CAHSEE, instructional techniques used by the teacher, the teacher's adherence to curricular objectives, and the classroom learning environment.

In addition to state adopted criterion referenced assessments, SCCS uses a large variety of data sources such as local assessments, student work, student attendance and student participation in order to guide its efforts and assess its success. SCCS uses multiple measures adapted appropriately to meet specific needs and to answer specific questions by program, site and classroom.

Goals in the area of student outcomes may be established during the Fall Planning Conference. Circumstances such as class composition, class size, atypical pupils, instructional materials, and physical setting that affect the certificated employee's working situation shall be discussed with the evaluator at the Fall Planning Conference may be documented in the Fall Planning Conference notes, and will be considerations in the completion of the summative evaluation.

In conformance with Education Code, student outcomes shall be addressed in the summative evaluation. No certificated employee shall be evaluated solely on the basis of student outcomes, nor shall any certificated employee be rated as "Needs Improvement" solely on the basis of student outcomes.

This agreement is understood to be a Side Letter to the current Collective Bargaining Agreement between the District and the Federation for the 2009-10 school year. Any disputes concerning the Agreement will be subject to Article VI of the current Collective Bargaining Agreement. Reprimands, suspensions, discipline or termination and the contents of an evaluation or recommendations contained therein are not subject to Binding Arbitration.



Barry Kirschen
President, GSCFT

12-16-09
Date



Gary S. Bloom
Superintendent SCCS

12/17/09
Date