



# Approval of UPE Article 5 Evaluation Tentative Agreement

Board Meeting  
October 7, 2021  
Agenda Item No. 10.2

Presented by: Raoul Bozio, In-House Counsel

# Article 5 Evaluation of Work Performance

- The existing language of Article 5 would be deleted and replaced with various provisions

# Key Provisions

- Operating Principles – To align with the California Professional Standards for Education Leaders (CPSELs)
- Evaluation Instrument – Based on the CPSELs

# Key Provisions

- Sequence of Evaluation – New Administrators shall be evaluated for the first two years of employment; Administrators with the District longer than two years are evaluated every other year based on the last digit of their SSN
- Evaluation Timeline Procedure – Pre-evaluation conferences; mid-year progress conference; transmission of evaluation; and final conference

# Key Provisions

- Professional Improvement Plan – In the case of an evaluation that contains two or more “Does not Meet Standard” markings, the evaluator and evaluatee shall collaboratively develop a plan for improvement in the evaluation’s identified standard(s)/element(s) areas; a Professional Improvement Plan may also be initiated in a non-evaluative year when deficiencies are evident

Q & A