

Know Your Rights!

Evaluations

Who can evaluate me?

Usually your principal/site supervisor is your evaluator. Sometimes the principal/site supervisor might choose to designate someone else to play to role of an evaluator. The designee must be credentialed supervisory personnel.

Can another unit member evaluate me?

The answer is NO. The contract is clear in stating that no unit member shall evaluate another unit member.

Can another unit member observe me?

To simply help a teacher with techniques and/or give pointers, an observation by a fellow unit member is permissible. The information gathered from the observation cannot be relayed to the administration. This should be an understanding prior to any observation. Such observations should be mutually agreed to and NOT unilaterally directed by administration.

DEFINITION

"Unit Member"

Any certificated employee of the District that is a member of SDEA or is eligible to be a member of SDEA.

Can I have a representative present at meetings that discuss my evaluation?

A union member has a right to union representation at any meeting that the union member reasonably believes may result in disciplinary action, and meetings regarding the terms and conditions of employment. The scope of a union member's right to union representation includes evaluation progress check meetings and other meetings tied to an evaluation.

What are the deadlines that my principal has to meet?

The principal must meet certain deadlines. Below you will find some important deadlines that the principal must meet before putting a unit member on a remediation plan. Please note these deadlines are specific to the 2008-2009 school year.

Evaluation Step	Traditional Schools	Year-Round Schools
Last Day Progress Check/Remediation Plan <i>For Prob 2 (50 work days before summary evaluation report)</i>	November 17, 2009	November 2, 2009
Last Day Progress Check/ Remediation Plan <i>For Prob 1 & Permanent (50 work days before summary evaluation report)</i>	February 10, 2010	February 9, 2010
Summary Evaluation Draft <i>For Prob 2</i> Discussion, meeting, then final copy	Due no later than February 19, 2010	
Summary Evaluation Draft <i>For Prob 1, Permanent, Leave Replacement & Restricted</i> Discussion, meeting, then final copy	Due no later than April 30, 2010	Due no later than May 14, 2010
Evaluation Due to Employee Not later than 30 calendar days prior to the last day of school	May 21, 2010	June 21, 2010