

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION

Agenda Item# 10.2

Meeting Date: October 7, 2021

Subject: Public Hearing: Approval of UPE Article 5 Evaluation Tentative
Agreement

- Conference/Action
- Action
- Public Hearing

Division: Legal Services

Recommendations specifically contain revisions to:

- x Operating Principles – To align with the California Professional Standards for Education Leaders (CPSELs)
- x Evaluation Instrument on I2(r)P Td

Documents Attached:
1. UPE Tentative Agreement

Estimated Time of Presentation : 10 Minutes
Submitted by: Raoul Bozio, In House Counsel
Ap

**TENTATIVE AGREEMENT
BETWEEN
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
AND
UNITED PROFESSIONAL EDUCATORS**

**Article 5
Evaluation of Work Performance**

4. To recognize the importance of a leader's role in improving the culture of the learning community.
5. To build systemic commitment to increasing student achievement by improving adult practice through a process of setting mission-aligned goals.
6. To ensure that all leaders are accountable for our own performance.

C. Evaluation Instrument

The evaluation instrument to be used for all United Professional Educators is described in Appendix "A" attached hereto and incorporated by reference as part of the "Agreement".

The evaluation instrument is based on the California Professional Standards for Education Leaders (CPSELs). The Superintendent or designee will identify one (1) standard and corresponding element for which all leaders shall be evaluated. The evaluatee and evaluator shall collaboratively identify an element within each of the remaining five (5) standards during the Pre-Evaluation Conference.

D. Sequence of Evaluation

1. New Administrators shall be evaluated for the first two years of employment. Administrators with the district longer than 2 years are evaluated every other

<p>Mid-Year Progress Conference</p> <p>At least one (1) mid-year conference will occur to address the progress of the evaluation.</p>	<p>Mid-Year Progress shall be captured within the evaluation instrument, Appendix A.</p>
<p>Transmission of Evaluation</p> <p>The administrator being evaluated shall be provided (transmission) the summative (final) evaluation not later than thirty (30) calendar days before the last school day of the school calendar in which he/she is being evaluated (this shall be applied to all UPE members.)</p>	<p>Evaluation Contents</p> <p>The evaluation shall include commendations as appropriate. The evaluation shall also include recommendations, if necessary, as to areas of improvement in the performance of the administrator. In the event an administrator is not performing his/her duties in a satisfactory manner according to the standards prescribed, the evaluation shall include such facts and describe the unsatisfactory performance.</p>
<p>Final Conference</p> <p>The evaluation shall be finalized by the last day of the employee's contract.</p>	<ol style="list-style-type: none"> 1. The evaluator shall review the evaluation with the administrator. 2. The administrator being evaluated shall have the opportunity to have a thorough discussion with and provide the evaluator information in support of his/her (administrato

