

MEMORANDUM OF UNDERSTANDING

Probationary Teacher Evaluation and Non-Renewal

The District and JCEA (the parties) agree to the following:

Beginning in August 2008, Jefferson County School District first year teachers will be evaluated with a new system. A rubric, developed by the 1338 Council will be used. The rubric, forms and timelines to be followed are attached. Additional rubrics will be developed during 2008-2009 for teacher librarians, counselors, special education and related services (SERS), and resource teachers.

If a District first year teacher is recommended for non-renewal, that recommendation will be reviewed by a review panel of three teachers, and three building level administrators. JCEA will name the teachers on the panel. The District will appoint the three administrators. The panel will be co-facilitated by JCEA and the District. The panel will review the documentation and send a recommendation to the Superintendent for her consideration. Guidelines for the panel are attached.

The new evaluation system includes a comprehensive induction and professional development program for beginning teachers, reasonable opportunities for growth and improvement, multiple data sources, and observations. Peer observers who are teachers will contribute to the evaluation data.

Upon implementation of this system, evaluations and the recommendation for non-renewal decision will be non-grievable.

Implementation:

All first year probationary teachers are subject to the provisions of this Memorandum of Understanding (MOU) starting 2008/2009 school year. For the 2009/2010 school year all first and second year probationary teachers are under this MOU. In the 2010/2011 school year and thereafter, all first, second and third year teachers are under the provisions of this MOU.





7/9/08
Date

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