

Project Charter: Probationary Teacher Evaluation

Project Name	Probationary Teacher Evaluation
Project Scope:	<p>The Task Force will be developed to examine the evaluation process of probationary teachers to determine if the current evaluation protocol is meeting needs.</p> <p>The task force will...</p> <ul style="list-style-type: none"> <li>✓ Decide who needs to be brought into the discussion (e.g. Educator Effectiveness Office, CDE, practitioners, community members).</li> <li>✓ Create a meeting schedule and identify its needs to accomplish the work.</li> <li>✓ Examine the evaluation process in D11 through the lens of its ability to support probationary teachers.</li> <li>✓ Identify how the Quality Standards, Evaluation Timelines, and Feedback support the timely development of probationary teachers.</li> <li>✓ Analyze the current supports in place for probationary teachers</li> <li>✓ Collaborate with Personnel Advisory Committee (PAC) to make recommendations based on gaps found within evaluation review and analysis of current supports</li> <li>✓ Report out monthly to Joint Council which will monitor the progress of the work. Recommendations need to be provided to the bargaining teams in Spring '24. Any recommendations shall be a joint issue with the District and CSEA.</li> </ul>
Stakeholders:	<ol style="list-style-type: none"> <li>1. Teachers</li> <li>2. Board of Education</li> <li>3. CSEA Board Rep</li> <li>4. Superintendent / Area Superintendents</li> <li>5. Department of Curriculum and Instruction</li> <li>6. Department of Human Resources</li> <li>7. Any employee under the RANDA system</li> </ol>
Projects Anticipated Start Date	<p>8/2024</p> <p>Recommendations shall be developed and presented according to the timeline above. Monthly updates to Joint Council. Formal report to negotiations (bargaining teams) by March, 2025.</p>
Project Facilitator/Coordinator:	TBD – CSEA Leadership and Human Resource Leadership
Committee Authority:	See above. In addition, the task force can create subgroups and assign tasks as needed.
Task Force Oversight Members:	<p>Minimum of:</p> <p>District HR Leadership Team Member and Subject Matter Expert</p> <p>CSEA Leadership Team Member and Teacher Expert</p>