

- E. Beginning with evaluations conducted during the 2014-15 school year, as required by Colorado law, a teacher whose performance is deemed ineffective shall receive written notice that his or her Performance Evaluation Rating shows a rating of ineffective, a copy of the documentation relied upon in measuring his or her performance, and identification of deficiencies.
- F. Beginning with evaluations conducted during the 2014-15 school year, for a non-probationary teacher, a rating of partially effective or ineffective shall be considered the first of two consecutive years of ineffective performance that results in loss of non-probationary status. Non-probationary status in this instance shall only be lost if the teacher is subsequently rated partially effective or ineffective during the following year in which they are employed as a teacher in the District. A non-probationary teacher must maintain an effective or higher rating to retain non-probationary status.

IV. Process for Addressing Evaluation Concerns

- A. Any non-probationary Teacher who has received his or her first year partially effective or ineffective rating may choose to file a year-one evaluation grievance (Procedure 4170.1) The evaluation grievance must be filed within 11 working days after receiving his or her partially ineffective or ineffective rating on the final summative evaluation report. The teacher filing the appeal will communicate to his/her evaluator that such an appeal is being made per the requirement in Procedure 4170.1. This procedure satisfies the just cause and due process outlined in Policy 4134 as it relates only to evaluation grievances.
- B. Any teacher who may be and/or is deemed ineffective in any one or more of the performance standards shall receive assistance through the Directed Improvement Plan and, if necessary, a Remediation Plan, as discussed in Part III, below.
- C. The Office of Human Resources will document the number of mid-year Directed Improvement Plans created for non-probationary teachers each year and, upon request, share this information with the Association no later than February 1 of each school year.

PART THREE REMEDIATION PROCESS

If the evaluator determines that performance concerns exist, the principal or site administrator will contact the Office of Human Resources to ascertain what steps will be taken to address the issue. With the agreement of the Office of Human Resources, the principal or site administrator may develop a Directed Improvement Plan for the teacher. This plan will specifically address those areas of concern, and include correlating support resources and a timeline for implementation.

At the end of the timeline specified, if the principal or site administrator does not observe improved performance in targeted elements, the teacher will be moved to Remediation. If the principal or site administrator determines that performance in the targeted areas has improved, the teacher will be removed from the Directed Improvement Plan. Removal from the Directed Improvement Plan does not necessarily render the teacher's performance effective.

TEACHING PERSONNEL

Sheryl Cunningham
for CCEA

2/2/17 Policy: 4170
for CCSD

5/22/17
Date