

BOARD AGENDA ITEM

F-2

Meeting Date: October 25, 2011

Item Title: Evaluation Report of Staff, Principals, Teachers, Beginning Teacher Support and Assessment (BTSA), and Peer Assisted Review (PAR) Process

Item Type: Information

BACKGROUND: Each year AUSD employees are scheduled for evaluation based on the bargaining unit agreements. The presentation provides a summary of the 2010-2011 school year data on completed evaluations. The purpose of evaluations is to support improved employee performance. The Human Resources Department is providing support for all managers to meet the goal of 100% completion and to ensure that the process provides support for employees to meet the goals of AUSD.



Teachers with preliminary credentials wishing to clear their credentials must participate in Beginning Teacher Support and Assessment (BTSA) Induction. Our BTSA program is a CTC (Commission on Teacher Credentialing) approved program administered through EBBIC, East Bay BTSA Induction Consortium.

PAR, Peer Assistance and Review, is a support program established for AEA members under Article 28 of the collective bargaining unit agreement.

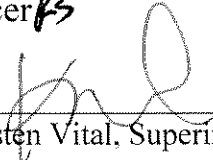
FISCAL ANALYSIS: Not Applicable

RECOMMENDATION: Accept as submitted.

AUSD Guiding Principle: #5 – Accountability, transparency, and trust are necessary at all levels of the organization.

Submitted by: Thomas Rust, Director of Human Resources 
Robert Shemwell, Chief Business Officer 

Approved for Submission to Board of Education


Kirsten Vital, Superintendent

Evaluation Report

Beginning Teacher Support and Assessment (BTSA)

Peer Assistance and Review (PAR)

2010-2011

October 25, 2011

Employee Evaluation Review

Our goal is that 100% of all evaluations due each year will be completed in accordance with bargaining unit agreements.

Procedures to ensure this goal is met:

- All managers participate in a workshop on evaluation at the beginning of the school year.
- Small group and one on one follow up workshops are done in October and November.

- Each manager receives specific information regarding the evaluation process.
 - All managers receive a complete list of all employees to be evaluated by the end of September.
 - An Outlook reminder for evaluation due dates is sent to each manager by the Human Resources Department.
 - A reminder of all due dates is done in the weekly CSS.

Employee Evaluation Review

The goal of the evaluation process is to support our employees and to provide the opportunity for continued improvement.

Evaluation procedures for each unit member are followed according to the collective bargaining agreement (contract).

Employee Evaluation Review '09-'10

Classified and Certificated Managers

90% (9 of 10) of all Classified Management evaluations were completed. (Missing: 1-Fiscal,)

Previous year: 63%

100% (24 of 24) of all Certificated Management evaluations were completed.

Previous year: 94%

Employee Evaluation Review '09-'10

AEA - (Alameda Education Association)

**Teachers (K-12, Adult School, WCDC, ROP),
Counselors, Speech Pathologists, School Nurse**

91% (224 of 245) of all AEA evaluations were completed.

Previous year:100%

Evaluations not Completed:

EHS – 2 (1 ROTC, 1 Probationary)

AHS- 8 (1 Temp, 7 Permanent)

ROP- 8 (All ROP teachers are temporary)

Haight- 3 (3 Categorical)

Employee Evaluation Review '09-'10

CSEA 27 - (California School Employees Association) Office Technical and Paraprofessionals

95% completed (197 of 208) Previous year 79%

	Evaluations not completed:
Paraprofessionals	9 (5- Haight, 1- EHS, 1- AHS, 1- WCDC, 1- Special Ed.)
School Office Assistant	1 (1- Haight)
High School Attendance Assistant	1 (1- AHS)

Employee Evaluation Review '09-'10

CSEA 860 – (California School Employees Association)
Maintenance, Operations and Food Service

Maintenance and Operations employees:

73% of all evaluations were completed 22 of 30

Previous year 98%

Food Service:

90% of all evaluations were completed 9 of 10

Previous year 82%

PAR- Peer Assistance and Review 2010-11

- Article 28 of the collective bargaining agreement establishes a Peer Assistance and Review Program (PAR) for teachers.
- PAR provides an opportunity for teachers to develop professionally through peer partnerships.
- Teachers may volunteer or be referred to PAR.
- During the 2010-11 school year, 4 teachers were referred to PAR.

PAR- Peer Assistance and Review 2010-11

- The PAR Joint Committee is responsible for:
 - reviewing the work of the peer partnerships.
 - reviewing reports prepared by the consulting teacher.
 - updating the Board regarding a referred teacher's progress in PAR.
 - assessing the effectiveness of PAR.

- The PAR Joint Committee is composed of 5 members.
 - 3 Certificated Teachers
 - 2 Administrators

BTSA- Beginning Teacher Support and Assessment 2010-11

- Teachers with preliminary credentials wishing to clear their credential must participate in BTSA induction.
- AUSD is a member of EBBIC, East Bay BTSA Induction Consortium, which is managed by Newark Unified.
- Teachers are partnered with a support provider.
- Teachers and support providers are provided with professional development opportunities throughout the year.
- BTSA is a two year induction program.

BTSA- Beginning Teacher Support and Assessment 2010-11

- During the 2010-11 school year, AUSD had:
 - 2 Year One Participants
 - 2 Year Two Participants
 - 1 ECO, Early Completion Option, Participant
 - 4 Support Providers