

11/22/19  
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**GOMPERS PREPARATORY ACADEMY**

*The following proposal by GPA is made without prejudice and GPA reserves the right to add, modify, or delete any or all proposals, and/or open articles of the contract during the negotiation process with the employee organization.*

**ARTICLE 6: EVALUATION**

**GPA Proposal Passed 4/25/19  
SDEA Counter Passed 7/16/19  
GPA Counter Passed 11/22/19**

**6.1 Formal Evaluations**

6.1.1 Unit members will be formally evaluated on an annual basis on a variety of criteria including but not limited to the unit member's implementation of GPA's belief system, mission and vision; implementation of GPA's culture; implementation of areas of GPA's professional development; and satisfactorily meeting the California Standards for the Teaching Profession.

6.1.2 The formal evaluation process will also include a minimum of one (1) formal observation per school year conducted by GPA's Director/Superintendent and/or a designated Leadership team member.

6.1.2.1 Formal observations may be scheduled at any time during the school day. Unit members will submit lesson plans at least 24 hours prior to the observation.

6.1.3 GPA will provide each unit member with the unit member's written formal evaluation. GPA may meet with the unit member to discuss the formal evaluation.

**6.2 Informal Evaluations**

GPA's Director/Superintendent and/or a designated leadership team member may informally evaluate, observe and provide feedback to unit members on an ongoing and continuous basis.

**6.3 Personnel Files**

A unit member has the right to inspect or receive a copy of his or her personnel records at reasonable times, at a reasonable place, and on reasonable advance notice to the Human Resources office. All requests shall be put in writing on the form maintained by the Human Resources office. If the request includes a request for copies, the unit member may be required to pay for the actual costs of copying. GPA will respond to such a request within 30 days of receipt of the written request.

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Unit members are not entitled to inspect or copy: letters of reference, records that relate to an investigation of possible criminal activity, and ratings, reports or records obtained prior to employment.