

4:37 pm

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

6.1 Formal Evaluations

- 6.1.1 Unit members will typically 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 our professional development; and satisfactorily meeting the California Standards for the Teaching Profession.
- 6.1.2 The evaluation process will consist of a formal observation and may include an evaluation meeting. GPA will use forms approved by GPA's Board of Directors. Copies of forms will be provided to unit members in advance of their evaluation. At GPA's discretion, unit members who have been employed by GPA as a teacher of record for a minimum of three years may be eligible to prepare a State of Learning presentation in lieu of the formal observation.
- 6.1.3 GPA's Director and/or a designated leadership team member shall conduct the formal evaluation of unit members.
- 6.1.4 GPA reserves the right to conduct more frequent formal evaluations on any unit member based on concerns that the unit member is not satisfactorily meeting one or more of the criteria referenced in section 6.1.1.
 - 6.1.4.1 In the event that an additional formal evaluation is conducted, unit members may receive prior notice of such evaluation.

6.2 Informal Evaluations

GPA's Director and/or a designated leadership team member shall conduct informal evaluations on an ongoing and continuous basis.