

Side Letter of Agreement  
Between  
The Glendale Teachers Association and the Glendale Unified School District

This side letter agreement specifies the “modified evaluation criteria and forms” referenced in MOU Item #16 and will be in effect until it expires on 06/11/21.

16. “All evaluations for temporary and probationary unit members shall be conducted as per current state law and current CBA. Permanent employees who are scheduled for evaluation and had no disciplinary issues on record in the past five school years may have their evaluation cycle postponed by the site administrator to the next calendar year when in-person instruction occurs, or the unit member may elect to be evaluated this calendar year using the modified evaluation criteria and forms. The District will create and submit modified criteria and forms for permanent employees to the Association for its approval no later than Oct. 15, 2020. The Association will negotiate with the District in good faith to approve these criteria and forms no later than Nov. 20, 2020. The evaluation timeline for permanent employees will be adjusted to account for negotiations and approval of evaluation criteria and forms.”

For bargaining unit members who are eligible to be evaluated with modified criteria and forms per MOU item #16,

Modified Forms:

- Individual PPG Parts I and II shall be discontinued. There shall be one reflection form, (see attached), that is submitted according to the timeline below.

Observations:

- There shall be at least one formal observation (reduced from at least two) and periodic informal observations.

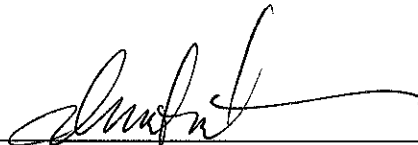
Timeline:

- By December 17, 2020, the evaluator or designee shall review and discuss with the bargaining unit member the Evaluation options (administrative, portfolio, partner, or postponement of evaluation to 2021-22) and modified forms and timeline as described in this side letter and MOU #16.
- By April 7, 2021, the unit member shall submit the completed form to the evaluator.

Unless otherwise stated in this side letter of agreement or the MOU, all other processes, criteria, and forms regarding evaluations shall follow the CBA.

  
Ms. Sarah Morrison, GTA

10-28-2020  
Date

  
Dr. Darneika Watson, GUSD

10-28-20  
Date

**Reflection Form**

- I. Engages all students in the learning process
- II. Creates and maintains an effective environment for student learning
- III. Understands and organizes content knowledge for student learning
- IV. Plans instruction and designs effective learning experiences for all students
- V. Assesses student learning to determine instruction
- VI. Develops as a professional educator
- VII. Fulfills professional responsibilities

Documentation Attached

**Explain data, achievement, or progress made during the 2020-21 school year.**

**Reflecting on my professional growth...**

**In the spirit of continued professional growth...**

Reflection Form

Signature of Administrator

Date

Signature of Employee

Date