



Evaluations

FACT SHEET

Why Modify the Contract Language?

All students deserve equal access to high quality instruction because quality time with an exceptional teacher is a life-changing experience for students. Teachers must demonstrate the ability to improve student achievement. We believe every student should make at least one year of academic progress for each year he or she spends in Fresno Unified.

To further our commitment to cultivate teacher expertise through measuring impact on students, we seek to modify and improve the contract language to include multiple measures of student growth.

Student Growth Included in Evaluations

Evaluations should focus on strengthening the knowledge, skills, and practices needed to improve students' academic growth by using reliable data sources that fairly and accurately depict both teachers' practices and students' learning, and the relationship between the two.

20-30% of the multiple measures used in the entire evaluation would incorporate multi-faceted evidence, tied to student growth. Some examples are as follows:

- State criterion referenced assessments (ED Code 44662 Stull Act as currently cited in CBA)
- Pre and post assessments
- Formative assessments
- Summative assessments
- Performance-based assessments
- And other measures of student achievement that are comparable across schools for all students, including English learners and students with disabilities

The remaining 70-80% of evaluation multiple measures will be tied to other assessment criteria contained in the California Standards for the Teaching Profession.

Evaluations

The Stull Act and the Greatness By Design report were foundational in developing our evaluation proposal.

The Stull Act, found in Education Code 44662, requires districts in California to adopt guidelines for evaluating teachers and administrators.

- It requires evaluation of performance as it “reasonably relates” to:
 - The progress of students toward the standards of achievement established by the District, and state standards as measures by state adopted criterion referenced assessments
 - Instructional techniques and strategies used by the employee
 - Adherence to curricular objectives
 - Establishment and maintenance of a suitable learning environment
- Greatness By Design is a 2012 report by State Superintendent of Public Instruction Tom Torlakson’s Task Force on Educator Excellence.

FOR MORE INFORMATION:

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October 09, 2013

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