

ARTICLE 9
EVALUATIONS

9.1 The basic purpose of the evaluation process is to establish the premise of continuous

member being evaluated for the bargaining unit member's signature. The summary will consist of, but is not limited to, the specific teaching strategies discussed and the evidence that will be used to measure success within the key elements.

- 9.4.7 In the event that either the bargaining unit member or the administrator determines that the chosen standards are inappropriate because of unforeseen circumstances, the administrator and the bargaining unit member

9.7.1.3 Administrators may choose to formally observe and evaluate any bargaining unit member before their next scheduled formal observation and evaluation. Procedures outlined in Section 9.4 through Section 9.5 shall apply.

9.7.1.4 Unless referred to or voluntarily accepted into Peer Assistance and Review (PAR), a permanent bargaining unit member who has received an overall rating of "needs improvement" or "unsatisfactory" shall have an annual evaluation until the evaluation is no longer overall "needs improvement" or "unsatisfactory" or the bargaining unit member is separated from the s80 1 .

9.7.2 The evaluation process of permanent bargaining unit members shall follow the schedule set forth in the table below.

Activity	Must be completed by the end of designated full week of school below
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9.9.4 In preparing the final evaluation document, the evaluator shall rely exclusively upon the following:

9.9.4.1

- (G) Time schedule for monitoring progress toward meeting the standard.
- (H) Mechanism for communicating progress to the bargaining unit member.
- (I) Administrative support to be provided for implementation of remediation.

9.10.3 Where an evaluation results in a remediation document, the evaluator shall take positive action to assist the unit member in correcting any cited deficiencies.

9.10.3.1 The evaluator's role to assist the unit member shall include, but not be limited to, the following:

- (A) Making specific recommendations for improvement in the areas of the agreed-uD-M 8 ekei0-2.5 (304 0 (10.)195.6 (-5.6 (alu)is)-1.4 (t)8 (t)1)-2 (e)-3 (e)-3 (d)TJO T