

# EVALUATION PROCESS

**1.**

## HOW OFTEN?

Every year for the first 5 years in CVUSD.  
Every other year from 6th to 10th years in CVUSD.  
Once every 5 years after 10th year of work in CVUSD BASED ON MUTUAL AGREEMENT.

We often get questions about the evaluation process. Most often the questions are around who does it and when it happens. For some background, the evaluation process comes from the Education Code (33400-33407, 35171, 44660-44665, 44664.3) and the Contract (Article 15). We can negotiate how the evaluation works within the confines of the Ed Code.

**2.**

## WHO DOES IT?

Site admin (principal or AP) does evaluation.  
Department chair does observation NOT evaluation.

**3.**

## HOW OFTEN DO OBSERVATIONS HAPPEN?

One formal of 20 minutes or more  
Walkthroughs  
Other observations

**4.**

## WHAT IS THE ANNUAL TIMELINE?

**4.**

1<sup>st</sup> week of school- principal notifies who is being observed and what the process is.

Between September 15<sup>th</sup> and November 1<sup>st</sup>  
Meet with admin to select three CTSP standards to focus on

One selected by member  
One selected by admin  
One mutually agreed upon  
Fourth focus standard is CTSP #6

By March 1<sup>st</sup>, you must have at least one formal observation of at least 20 minutes.

Final evaluation must be received no later than 30 days before the end of the school year.

**5.**

**THIS SEEMS AWFULLY SUBJECTIVE, THIS CAN'T BE LEGAL?**

It is subjective and legal

Your evaluation is entirely based on the opinion of your administrator(s).

**WELL, MY PRINCIPAL....**

**6.**

- a) is younger than my own children;
- b) has less experience than me;
- c) never taught at this level;
- d) never taught an academic subject;
- e) only passed a test to get his/her credential- that can be legal!?

All of those may be true, but the state and the district have determined that he/she is qualified to evaluate you and make decisions about your employment.