

Union Pulse

Colorado Springs Education Association
April 9, 2020

Evaluation

CSEA agrees with D11 on proceeding with teacher evaluations. As we noted in April 2's *Union Pulse*, the Governor left local districts with the decision on whether to proceed after he temporarily removed statutory requirements. There are many benefits to having an evaluation cycle continue. This has the obvious benefit to probationary teachers, for instance, of not adding a year to their status and making them have potentially *four* years of probationary teaching. Having a completed evaluation protects your rights as a teacher in Colorado.

After we learned on Monday that D11 chose to proceed with evaluations, CSEA worked with the Director of Educator Effectiveness and we can share that the process will go as follows:

- If an evaluation is already complete and signed, it will stand.
- For the 50% professional practice composition
 - If your evaluation has been a year-long conversation—as it is supposed to be—and there is consistent documentation, you likely know where you stand going into a summative. It is appropriate to proceed. It is an expectation that your status be made clear to you all along regarding issues of professional practice, and, when not proficient or satisfactory, to support your growth and help you achieve an effective rating. Again, it is an expectation that you have such clarity and support, as evidenced in your RANDA evaluation.
 - If you are in the unusual situation of not finding that in your evaluation, being in need of such support, *and* of the evaluation being less than Effective, then it becomes a situation for the office of Educator Effectiveness to examine. This is why CSEA recommends downloading .pdf files of all observations, documents, and the mid-year rubric.
- For the 50% component of Student Learning:
 - If SLOs were completed and usable before physical closure of D11 and the data rates the SLO effective or higher, that rating will be used.
 - If you have some of your data that shows you were working in good faith to complete the SLO, but didn't get it completed before closure, you will receive an Effective rating on your MSL/MSO as a default.

Colleagues Are Willing To Assist

Last week we asked members to let us know if they had a few minutes to help a colleague. The intent of this sharing is not to become an on-going lesson, but to give some tips and pointers that might be helpful.

Members have volunteered to assist in these areas: Class Dojo, Flipgrid, Jabber, Khan Academy, Prodigy, Read Works, Schoology, solving teaching issues, Web Ex, Zoom.

If you are interested in connecting with one of these members to get some advice, please send an email to CSEA and include your name and the program you'd like to discuss. To ensure that we don't overwhelm those who have volunteered, we will be making these connections on a first come, first served basis.

Bylaw Election Closes Today

The Bylaw amendment election will remain open until this afternoon, April 9 at 5:00 p.m. The pro/con statement for the proposed changes is available [here](#). To cast your vote, use this link: <https://vectorconsulting.biz/csea/> If you have any problems logging into the site to vote, please contact [Denise](#).

www.cseateacher.org

csea@coloradoea.org



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