

Did You Know?

2017

Chapter 7

The following are questions that were generated from the 2017 CCEA Survey. Human Resources is your contact for all employment related questions. We look forward to helping you.

1. Please clarify half-day professional development days and why they cannot be full day professional development days, like the October and February each year.

Average Daily Membership is how we receive funding from the state budget. Students must be in attendance a certain percentage of the day (varies by grade) to be counted toward our budget. Early release days allow for staff to receive professional development and for full funding to remain in place.

2. Please explain how new hires are placed with a starting salary in CCUSD.

All employees are granted a base salary that takes in consideration their educational degree and relevant work experience. Our new employees are placed commiserate with current teachers who have like education and experience. Our professional growth compensation opportunity is available to teachers who submit 8 hours of course work/seat hours annually. The professional growth money is added permanently to the base of the employee. If you believe your placement is not consistent with this practice, please contact Human Resources at 480-575-2022.

3. What is required for teacher observations and evaluations?

Per CCUSD Governing Board Policy GCO- Evaluation of Professional Staff Members-The District evaluation instrument will:

- *Include quantitative data on student academic progress that accounts for between thirty-three percent (33%) and fifty percent (50%) of the evaluation outcomes;*

- *Include four (4) performance classifications, designated as highly effective, effective, developing, and ineffective;*
- *Meet the data requirements established by the State Board of Education to annually evaluate individual teachers and principals.*

At least annually, the Governing Board will discuss at a public meeting its aggregate performance classifications of principals and teachers.

The District will involve its certificated teachers in the development and periodic evaluation of the teacher performance evaluation system. The following elements will be a part of the evaluation system:

- ***It will meet the requirements prescribed in statute and provide at least one (1) evaluation of each certificated teacher by a qualified evaluator each school year.***
- *A copy of the evaluation system shall be given to each teacher in the District.*
- *Specific training requirements for qualified evaluators.*
- *The Superintendent will recommend qualified evaluators to the Governing Board for approval.*
- *The Board will designate qualified evaluators.*
- *The system will include incentives for teachers in the highest performance classification.*
- *The system will include a plan for the appropriate use of quantitative data of student academic progress in evaluations of all certificated teachers. The plan may make distinctions between certificated teachers who provide direct instruction to students and certificated teachers who do not provide direct instruction to students. The plan may include data for multiple school years and may limit the use of data for certificated teachers who have taught for less than two (2) complete school years.*

The Governing Board may waive the requirement of a second classroom observation for a continuing teacher whose teaching performance based on the first classroom observation places the teacher in one (1) of the two (2) highest performance classifications for the current school year, unless the teacher requests a second observation.

Our current practice is two observations and 1 formal evaluation with written feedback.