



## FACEBOOK MEMBERS-ONLY QUESTIONS 11.06.2023 - 11.19.2023

Below are **some** of our members' questions in our members-only Facebook group over the last two weeks with the initial response. If you would like to see **all** the questions and the discussions, please click [HERE](#) to join the group.

### 1. Can teachers request to change evaluating administrators? If so, how?

The contract provisions allow teachers to request an additional informal observation by a different assessing administrator. However, the contract does not have a provision that allows teachers to change the assessing administrator.

Contract Language

Teachers may request an additional informal observation to be completed by another trained administrator.

### 2. When admin completes an informal, is there a time frame to receive the results?

There is no specific timeline for the admin to provide feedback for observations. However, you cannot have another Domain 1 observation before receiving feedback from the previous one.

### 3. My Admin gave me a developing. I requested a meeting to discuss this. Admin never responded.

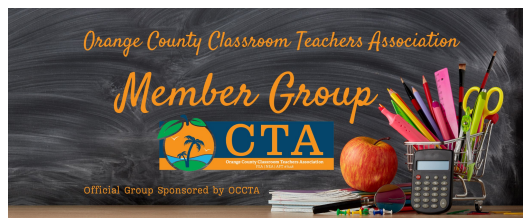
The contract allows teachers to request a meeting for ratings lower than applying. The request should be made in writing. If the meeting does not happen, it becomes a procedural error, and the teacher can appeal the evaluation score at the end of the year.

Contract Language

For rating(s) lower than Applying, administrators must provide comments to describe such ratings. Teachers have the right to request a conference to discuss these rating(s).

### 4. My admin is requiring two informal observations and one formal observation for all teachers. They said the contract language only says one informal, because there were so many hurricane days last year. Since we don't have a new contract in place, do we go by the previous contract language or does it revert back to 2 informals regardless of what the contract says?

We have a contract in place until June 30, 2024. Last year, there were fewer observations because an MOU was signed due to the Hurricanes. This year, we are back to the contract language. Category 2A teachers have two informal and one formal observation.



**5. Can you explain the categories teachers are...such as 2A and how long you are there..another words what are the categories and time frame.**

Category 1: Teachers who are in their first, second or third year of teaching and are new to the profession.

Category 2A: Teachers who are in at least their fourth year of teaching.

Category 2B: Teachers who are in at least their fourth year of teaching and may be new to the District, assigned to teach a new subject area or grade level that is different from their previous assignment or assigned to teach at a school with a different population of students from their previous assignment.

Category 3: Teachers who have been determined to be less than Effective in the classroom as documented through the current evaluation system that may result in an unsatisfactory rating or who fail to achieve gains based upon the state's Student Growth model. These teachers shall be placed on a Professional Improvement Plan (PIP). Procedures for the Professional Improvement Plan are explained further in the Evaluation Manual and its glossary of terms.

Category 4: Teachers who taught eighty (80) student days or less between the first student day and May 1 will be assigned Category 4. Teachers in this category shall not be required to complete the Deliberate Practice.

**6. Regarding lesson plans and the lesson plan agreement: is the lesson plan agreement null and void if you are at a "corrective" or "cp" school?**

The lesson plan agreement applies to all schools.

**7. Any contract language making the attendance of Math Impact training mandatory?**

It is not required. Training is only required when implementing a program. In addition, Clinton spoke with district leadership and confirmed IMPACT training is not required.

Contract Language

Attendance at in-service activities off the school campus shall be voluntary except when attendance at such activities is necessary for the implementation of a required program. There shall be no mandatory in-service during the first or final day of preschool planning nor during post-school planning for school-based employees.

**8. How do you submit the digital referral?**

Once you complete the referral, click the download icon to save a copy and submit it via email. If the school prefers the hard copy, you may print a copy after sending the email. However, I recommend sending the PDF to have evidence the referral was submitted. If the download does not work, you can follow the steps below.



- Complete the form.
- Click print.
- Click the printer icon.
- Click the down arrow on the destination and choose click as pdf.
- Save and email the attachment.
- Go back to the original and click reset to go back to the original fillable form.

**9. Is admin allowed to make us meet after school the Wednesday of Progress Reports being due?**

There is no contract language that prevents Admin from scheduling a meeting the same week progress reports are due. The Wednesday language allows Admin to use two Wednesdays at their discretion.

**Contract Language**

Beginning with the 2020-21 school year, a maximum of two (2) early release days per month shall be used at the sole discretion of the Administrator. Remaining early release days shall be used for uninterrupted planning time after student contact time. Teachers will be provided a copy of the schedule during preplanning for the first semester and before winter break for the second semester.

**10. Is there contract language for calling out sick the Monday after a holiday break?**

There is no contract language for calling out sick the Monday after the holiday break. The provision is for personal leave. However, they might require documentation if they believe it is a false claim.

**Contract Language**

Personal leave may not be taken one (1) duty day before and/or after a scheduled holiday or the first and/or last five (5) days of the school year for students. This shall not be applicable in cases of emergency, to attend the graduation of a spouse, child, parent, or oneself or to work in a voting precinct or the observance of a religious holiday.

**School Board Policy GCC**

False Claims. A false claim for sick leave shall be deemed absent from duty without leave under these rules. Where there is any doubt as to the validity of a sick leave claim or the condition of the staff member to return to duty, the Superintendent may require the claimant to file a written certification of illness from a licensed physician or other supporting evidence where personal illness is not involved.