

**Memorandum of Understanding  
Between  
Poway Unified School District  
And  
Poway Federation of Teachers**

**Evaluation Cycle**

The Federation and the District recognize that a program of supervision and evaluation of each member of the bargaining unit, a continuous year-round process, primarily, is designed to improve classroom instruction and additionally to increase the capabilities and effectiveness of the members of the unit in the total educational endeavor.

The parties agree to allow teachers who meet criteria as established in California Education Code (see especially 44664 (a) (3), to move to an evaluation cycle of at least every five years. During those evaluation cycles, evaluation will be conducted as provided by the Collective Bargaining Agreement, Section X- Evaluation Procedures.

The Planning conference deadline for Alternative Evaluation shall not be later than Oct. 30<sup>th</sup>.

Nothing in the procedure shall preclude any additional evaluation conferences or formal evaluations at the discretion of the evaluator. Nothing in this procedure shall preclude the evaluatee from requesting additional conferences or evaluations.

All other provision of Section X, Evaluation Cycle, not inconsistent with this MOU remain in effect.

To be included into the Master Collective Bargaining Agreement.

For the Federation:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

For the District

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date