

**Memorandum Of Understanding
Between the
Poway Unified School District And the Poway Federation Of Teachers
Agreement on
Peer Assistance and Review (PAR) and Poway Teacher Intervention Program (PTIP)
2000/2001 School Year (Updated 2010-11)**

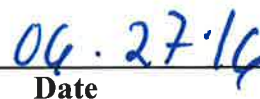
The Poway Federation of Teachers and the Poway Unified School District agree to a PAR/PTIP program. The outline of the program is given below.

1. The Joint Committee as defined in the law will be the PPAP Governance Board. The PPAP Governance Board will have responsibility for governing the entire program, including budgetary responsibilities and making recommendations to the Superintendent.
2. The PPAP Governance Board will oversee a PAR/PTIP program.
3. The parties have established a system to manage assistance provided to permanent teachers employed by the District who have been identified as having classroom performance which places them in serious professional jeopardy.
4. A permanent teacher's overall unsatisfactory evaluation from the site evaluator will initiate a recommendation to the teacher and the PPAP Governance Board. The PPAP Governance Board will make a recommendation from the listed options: voluntary inclusion into PTIP to include the assistance of a teacher consultant with the site evaluator, if such a program is currently being offered; to continue working solely with the site evaluator on the required supervision schedule; be placed in the mandatory PTIP program; or if prior Level I PTIP intervention had been used in the teacher's career, inclusion in Level II PTIP. The evaluation process will be on-going with the next evaluation due no later than the end of the subsequent school semester.
5. When a permanent teacher receives an overall unsatisfactory evaluation from the site evaluator after having been in the PTIP program once before, the PPAP Governing Board will determine the teacher's placement in the Mandatory PTIP process. The length of time the teacher is placed in the mandatory assistance program will be determined by the PPAP Governing Board on a case-by-case basis but will not be less than one semester.
6. The PPAP Governing Board shall review peer reports prepared by consulting teachers and site principals. If after sustained assistance, teachers in the PTIP program are not able to demonstrate satisfactory improvement, the PPAP Governing Board will make a recommendation to the Board. At that time, The School District's Board of Education will make the determination concerning the teacher's continued employment in the District.
7. Supporting document, "Permanent Teacher Intervention Program (PTIP) Flow Chart" is attached to this MOU.
8. The agreement will remain in effect and may only be changed by mutual consent.

For the Federation

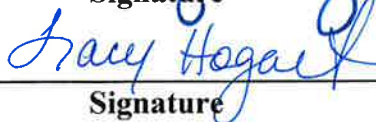


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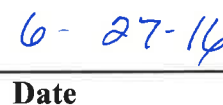


Date

For the District



Signature



Date