

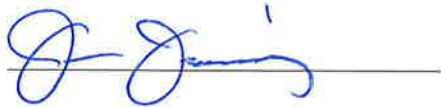
Memorandum of Understanding
Between the
Poway Federation of Teachers
And the
Poway Unified School District

Evaluation Process for 2020-2021

Due to the ongoing COVID-19 pandemic, PUSD and PFT have agreed upon a modified evaluation process for 2020-21.

- The following teachers will be evaluated in the 2020-2021 school year on a modified timeline:
 - All Temporary and Probationary teachers
 - Permanent teachers whose evaluations were not agreed upon last school year or who received “Does Not Meet Standards” or “Requires Guided Improvement” or any teachers participating in the PTIP Program will be evaluated. Informal observations may be conducted prior to January as needed.
- Notification deadline: October 30th
- Formal observations will be conducted January through April, and only a Final Evaluation will be required. Informal observations/feedback may be conducted prior to January; however, no Midyear evaluation will be conducted.
- Planning conference to review SLO and PLO to be held no later than November 20th (TEMP/PROB) or December 11th (PERM).
- Permanent teachers who are not evaluated in the 2020-2021 school year, shall have their next evaluation date moved forward by one year. Ex: If you were scheduled to be evaluated in the 2020-2021 school year, you will now be scheduled to be evaluated in the 2021-2022 school year. If you were scheduled to be evaluated in the 2021-2022 school year, you will now be scheduled to be evaluated in the 2022-2023 school year.

For PUSD



Date: 10/28/20

For PFT



Date: 10/28/20