

# TUCSON UNIFIED SCHOOL DISTRICT

## Teacher Evaluation Classification Appeal Process

### Recommendations from TUSD/TEA Joint Evaluation Committee

The appeal window will be open from January to June 30.

*Please see deadlines below:*

#### 1.) Receive Final Classification:

Upon completion of the evaluation cycle, a final classification will be determined by point values:

Classification	Cut Scores
Highly Effective	79 – 100
Effective	61 – 78
Developing	47 – 60
Ineffective	46 or fewer points

Previous teacher evaluation cut scores/classifications will be used to determine the 2<sup>nd</sup> payment amount eligible employees receive for 301 Pay for Performance (for the 2016-17SY only)

Classification	Cut Scores	*Amount per 2016-2017 301 Pay for Performance Plan
Highly Effective	74 – 100	\$1500
Effective	56 – 73	\$1000
Developing	40 – 55	\$500
Ineffective	39 or fewer points	\$000

\*The amount is pro-rated per FTE.

#### 2.) File Appeal

- An appeal must be filed no later than June 9
- Supplemental evidence must be provided to the hearing officer/panel within **10 days** of filing the appeal

#### 3.) Review of Evaluation Data

- Three member panel: Two TUSD and One TEA
  - Chief Human Resources Officer
  - Sr. Director Curriculum Deployment
  - Member selected from TEA

#### 4.) Final Decision Communicated to all parties in July

It is the responsibility of the teacher to prove that the evaluator either lacked sufficient evidence or did not consider all the evidence to support a particular rating.

Please submit all paperwork to [Rosa.Ledesma@tusd1.org](mailto:Rosa.Ledesma@tusd1.org) Interim Executive Assistant to the Chief Human Resources Officer for review.

# TUCSON UNIFIED SCHOOL DISTRICT

## Teacher Evaluation Classification Appeal Form

Date: \_\_\_\_\_

Name: \_\_\_\_\_ Employee ID: \_\_\_\_\_ Site/Department: \_\_\_\_\_

Date evaluation was signed: \_\_\_\_\_ Name of Evaluator: \_\_\_\_\_

Final Classification:     Ineffective     Developing     Effective     Highly Effective

Please check the component(s) you wish to appeal:

<b>Domain 1: Planning and Preparation</b>		
1a:	Demonstrating Knowledge of Content and Pedagogy	<input type="checkbox"/>
1b:	Demonstrating Knowledge of Student	<input type="checkbox"/>
1c:	Setting Instructional Outcomes	<input type="checkbox"/>
1d:	Demonstrating Knowledge of Resources	<input type="checkbox"/>
1e:	Designing Coherent Instruction	<input type="checkbox"/>
1f:	Designing Student Assessments	<input type="checkbox"/>
<b>Domain 2: The Classroom Environment</b>		
2a:	Creating an Environment of Respect and Rapport	<input type="checkbox"/>
2b:	Establishing a Culture for Learning	<input type="checkbox"/>
2c:	Managing Classroom Procedures	<input type="checkbox"/>
2d:	Managing Student Behavior	<input type="checkbox"/>
2e:	Organizing Physical Space	<input type="checkbox"/>
<b>Domain 3: Instruction</b>		
3a:	Communicating with Students	<input type="checkbox"/>
3b:	Using Questioning and Discussion Techniques	<input type="checkbox"/>
3c:	Engaging Students in Learning	<input type="checkbox"/>
3d:	Using Assessment in Instruction	<input type="checkbox"/>
3e:	Demonstrating Flexibility and Responsiveness	<input type="checkbox"/>
<b>Domain 4: Professional Responsibilities</b>		
4a:	Reflecting on Teaching	<input type="checkbox"/>
4b:	Maintaining Accurate Records	<input type="checkbox"/>
4c:	Communicating with Families	<input type="checkbox"/>
4d:	Participating in a Professional Community	<input type="checkbox"/>
4e:	Growing and Developing Professionally	<input type="checkbox"/>
4f:	Showing Professionalism	<input type="checkbox"/>

Provide a brief rationale for why you are appealing the identified components.

Please submit evidence to support your appeal as separate documents.