

IN THE MATTER OF
ADOPTING EVALUATION CRITERIA AND PROCEDURES
FOR CLASSROOM TEACHERS AND PRINCIPALS

RESOLUTION #5

WHEREAS, RCW 28A.405.100 and WAC 392-191A-040 require that the Grandview School District Board of Directors adopt evaluation criteria, procedures and an implementation schedule for classroom teachers (hereinafter “teachers”) and principals consistent with the evaluation criteria established in RCW 28A.405.100 (2)(b) (teachers) and (6)(b) (principals), one of the instructional and leadership frameworks adopted by the Office of the Superintendent of Public Instruction, and the evaluation procedures delineated in RCW 28A.405.100 (2)(c, d, f and g), (3) and (4) (teachers), RCW 28A.405.100 (6)(c, d, f-h) and (7) (principals), and Ch. 392-191A WAC; and,

WHEREAS, RCW 28A.405.100 and Ch. 392-191A WAC require the evaluation criteria and procedures be adopted by September 1, 2013, but through the collective bargaining processes established in Ch. 41.59 RCW; and

WHEREAS, RCW 28A.405.100 (7)(c) requires each school board to adopt an implementation schedule beginning in the 2013-14 school year and including all teachers and principals by the 2015-16 school year;

NOW, THEREFORE, BE IT RESOLVED:

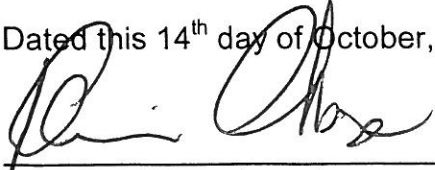
1. EVALUATION CRITERIA: Subject to continued bargaining with the Grandview Education Association, the Board adopts the minimum statutory evaluation criteria for teachers:
 - (i) Centering instruction on high expectations for student achievement;
 - (ii) Demonstrating effective teaching practices;
 - (iii) Recognizing individual student learning needs and developing strategies to address those needs;
 - (iv) Providing clear and intentional focus on subject matter content and curriculum;
 - (v) Fostering and managing a safe, positive learning environment;
 - (vi) Using multiple student data elements to modify instruction and improve student learning;
 - (vii) Communicating and collaborating with parents and the school community; and
 - (viii) Exhibiting collaborative and collegial practices focused on improving instructional practice and student learning

The Board also adopts the minimum statutory evaluation criteria for principals:

- (i) Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff;
- (ii) Demonstrating commitment to closing the achievement gap;

- (iii) Providing for school safety;
 - (iv) Leading the development, implementation, and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements;
 - (v) Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local district learning goals;
 - (vi) Monitoring, assisting, and evaluating effective instruction and assessment practices;
 - (vii) Managing both staff and fiscal resources to support student achievement and legal responsibilities; and
 - (viii) Partnering with the school community to promote student learning.
2. INSTRUCTIONAL AND LEADERSHIP FRAMEWORKS: The Board adopts the Danielson instructional framework and the Association of Washington School Principal (AWSP) leadership framework in support of the new evaluation criteria.
 3. EVALUATION PROCEDURES: Subject to continued bargaining with the Grandview Education Association, the Board adopts the minimum evaluation procedures for teachers and principals as established in RCW 28A.405.100 and ch. 392.191A WAC:
 4. IMPLEMENTATION SCHEDULE: The Board adopts the following implementation schedule:
 - For 2013-14:
 - Teachers who are provisional employees under RCW 28A.405.220;
 - Principals in the first three consecutive school years of employment as a principal;
 - Principals whose work is not judged satisfactory in their most recent evaluation; and
 - Principals previously employed as a principal by another school district in the state of Washington for three or more consecutive school years and in the first full year as a principal in the school district;
 - Principals who volunteer to transition;
 - For 2014-15:
 - All of the employees who transitioned in 2013-14;
 - Teachers who are new provisional employees under RCW 28A.405.220;
 - Teachers who are on probation under RCW 28A.405.100;
 - An additional 25% of the remaining teachers
 - All principals that were transitioned in 2013 – 14
 - Principals who volunteer to transition.
 - For 2015-16:
 - All teachers and principals.

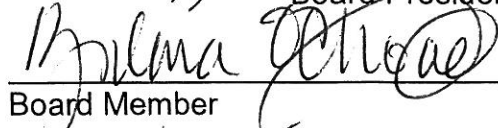
Dated this 14th day of October, 2013.



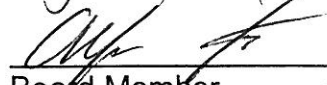
Secretary to the Board



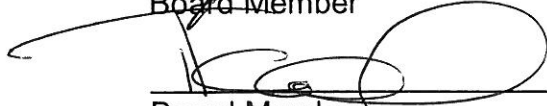
Board President



Board Member



Board Member



Board Member

Board Member