

**District 92 Teacher Evaluation Flexibility**  
**2021-22**

**Licensed Faculty**

Nothing herein prevents the Administration from counseling or otherwise addressing with an employee observed performance or conduct deficiencies.

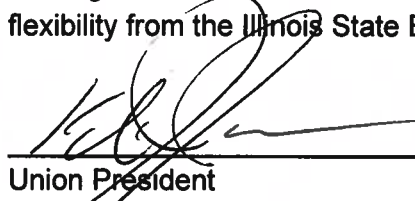
**Tenured teachers who are in year two of their evaluation cycle in 2021-22:**

- **“Excellent” rating in 2019-2020 or 2020-21** - the building principal and teacher may agree to not conduct a formal evaluation process in 2021-22.
  - If this is the teacher’s summative year, they will receive an “Excellent” rating for 2021-22.
  - Informal evaluations may continue as always.
  - Student growth measures may continue and be used in the relevant evaluation cycle.
- **“Proficient” rating in 2019-2020 or 2020-21** - the building principal and teacher may agree to not conduct a formal evaluation process in 2021-22.
  - If this is the teacher’s summative year, they will receive a “Proficient” rating for 2021-22.
  - Informal evaluations may continue as always.
  - Student growth measures may continue and be used in the relevant evaluation cycle.
- **“Needs Improvement” rating in 2019-2020 or 2020-21** - If a teacher received a “Needs Improvement” summative rating during the 2019-2021 school years, then the building principal will follow the standard evaluation protocol for the 2021-22 school year.

**Probationary/Non-tenured teachers:**

- Probationary/Non-tenured teachers will be evaluated during the 2021-22 school year.
  - Number of observations - minimum of one formal and one informal
  - Student Growth - Student growth measures will continue and be used in the relevant evaluation cycle.

This agreement has been made by the Joint Evaluation Committee as provided for by the flexibility from the Illinois State Board of Education during the 2021-22 school year.

  
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Union President

  
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Superintendent

Date: 11-03-2021

Date: 11.03.21