

Joint Communication for FCLA and FCUSD monthly meeting

On January 13th, 2025, a joint committee meeting was held with FCLA and FCUSD. At this meeting, we discussed the new evaluation system, summer school, and the district partnering with Educational Staffing Solutions (ESS).

Educational Staffing Solutions (ESS)

Educational Staffing Solutions (ESS) will begin a contract with FCUSD after the February break to manage Classified substitutes, with the partnership being phased in starting the week of February 24th. ESS, a nationwide company, will embed a staff member in the FCUSD HR Department and use Frontline as the system to hire people in FCUSD. ESS specializes in hiring, placing, and managing qualified substitute teachers and school support staff in K-12 school districts nationwide, providing full-service management programs. The goal in using ESS is to make finding classified subs for unfilled positions easier. There will be less burden on school sites to fill classified vacancies—including those difficult SPED paraeducator vacancies.

Teacher Evaluation

A new evaluation system is being developed with FCEA, including a multi-tiered process to support teachers and classroom instruction. Teachers will be assigned support based on a Tiered system. Tier 3 is the level that identifies a teacher needing the most support. Movement between Tiers is initiated by the supervisor/peer advisor and may be appealed by the employee to an Evaluation Counsel. Typically, the recommendation to move between Tiers will occur midway through the school year or after the final evaluation.

TalentEd will be updated next year to reflect this new model for pilot sites, with administrators conducting initial meetings, mid-year meetings, and 10-minute walk-throughs. The evaluation rubric is being developed by a subcommittee, with a preliminary draft of the evaluation domains to be shared at all faculty/staff meetings for feedback. Several subcommittees have been formed to update the evaluation process, including the Rubrics, Roles, and Tech subcommittees, which will meet to complete their assigned tasks and finalize the evaluation process.

Summer School:

- **ESY Principals:**
 - -CVE, RRE, MtMS
 - - 20 days of instruction (June 4- July 2; no school June 19),
 - - 1 day of PD (June 3)
 - - 5 days per week; 8:15 am to 12:45 pm (4.5 hrs)
 - - **\$11,450 stipend**
- **Secondary Summer School Principal:**
 - - 14 days of instruction (June 9th – June 27th; no school 6/19)
 - - 2 Staff Day/Teacher Prep Day (June 5 & June 6)
 - - 5 days per week; 8:30 am to 12:45 pm (4.25 hours)
 - - **\$8,800 stipend**
- **Secondary Summer School Assistant Principal:**
 - - 14 days of instruction (June 9th – June 27th; no school 6/19)
 - - 2 Staff Day/Teacher Prep Day (June 5 & June 6)
 - - 5 days per week; 8:30 am to 12:45 pm (4.25 hours)
 - - **\$7,476 stipend**