

KNOW YOUR RIGHTS!

Updated Evaluation Procedures

AN IMPROVED EVALUATION PROCESS

SDEA members and the District have been working together for years to improve the evaluation process. Previous models were confusing (for both educators and administrators) and could be used punitively. In 2025, SDEA members ratified an MOU to pilot a clearer, more supportive evaluation process in the 2025-26 and 2026-27 school years.

EDUCATORS NEED SUPPORT TO IMPROVE!

The District has the right to evaluate the performance of educators, but educators have the right to a clear and fair evaluation process that includes support if they are not meeting expectations.

ADVISORY COUNCIL

One of the improved elements that SDEA members bargained for is a joint District and union **Advisory Council** (formerly a PAR Panel.) The Advisory Council has 9 voting members and 3 non-voting advisors, with the majority of votes coming from SDEA members who are experienced educators. This group reviews any evaluations that result in a rating of Less Than Satisfactory (LTS), and assess how to best support members in making progress toward the identified goals. It is the Advisory Council that decides whether the evaluation should continue for another year. This creates checks and balances to prevent administrators from evaluating members in random, unfair, or punitive ways.

REFERENCES & RESOURCES:

Article 14 of SDEA Contract & [MOU: Educator Evaluation Plan 2025-27](#)

✓ EVALUATIONS SHOULD BE:

- Aligned to state standards & district policies
- Based on mutually-determined objectives
- Flexible enough to capture progress
- Completed by member's direct supervisor or other credentialed supervisory personnel

✗ EVALUATIONS SHOULD NOT BE:

- Used as discipline or to address misconduct
- Based on the whims of individual administrators or norms from the publishers of standardized tests
- Completed by fellow SDEA members

WHO IS ON THE ADVISORY COUNCIL?

The SDEA Board of Directors appoints:

- Voting members: 5 permanent educators
- 1 non-voting advisor

The District appoints:

- Voting members: 4 administrators
- 2 non-voting advisors

ADVISORY MENTORS: PEER SUPPORT

Although SDEA members should not evaluate other members, they can provide support. One role of the Advisory Council is to identify experienced educators as **Advisory Mentors** to support provide support by qualified peers - a right under [CA Ed Code 44500.](#) Participation in Advisory is **voluntary** in the first year of evaluation and **mandatory** in any subsequent year(s).

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Evaluation Frequency & Types

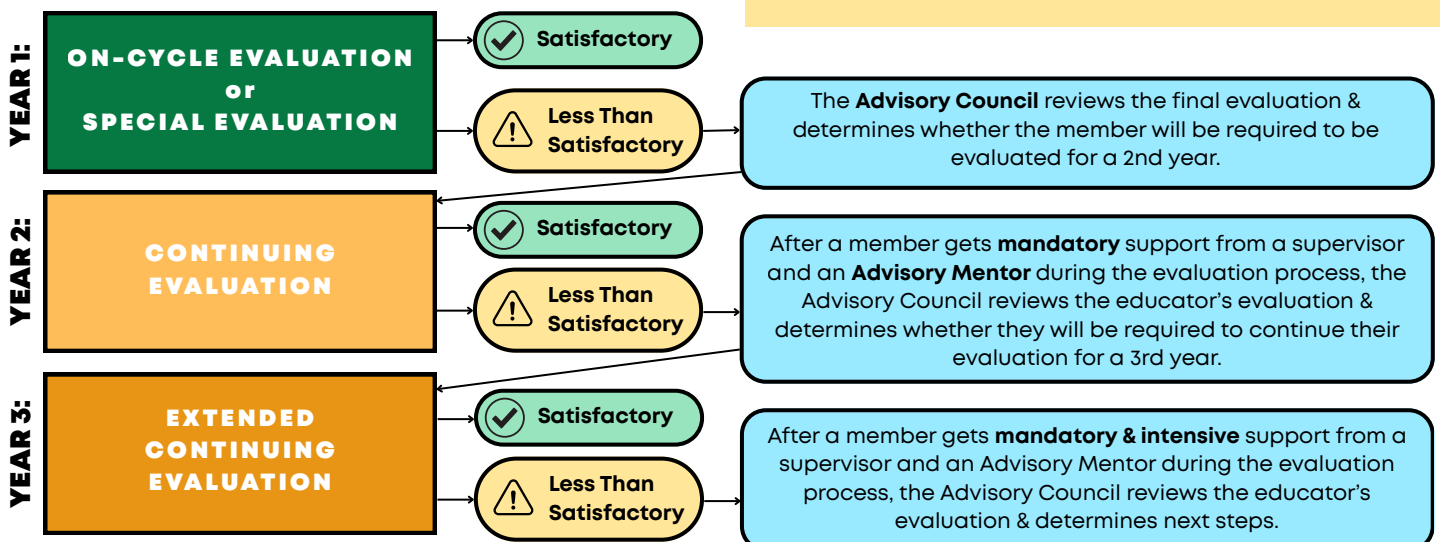
WHEN CAN MEMBERS BE EVALUATED?

The District can evaluate members every year they are on a temporary or probationary contract, and then every other year once they reach permanent status. Those regularly scheduled evaluations are called “**On-Cycle**” evaluations. If a member gets a rating of “Less Than Satisfactory” (LTS) during their On-Cycle evaluation, they may be evaluated for another year, called a “**Continuing Evaluation.**” If that second year also results in a rating of LTS, they may be evaluated for a third year, called “**Extended Continuing Evaluation.**” On years they are not scheduled for evaluation, members can only be evaluated by “**Special Evaluation**” if they are not meeting the **basic requirements** of their job description and Education Code. See an overview below of each evaluation year, and the [MOU](#) for all steps and timelines within each evaluation year.

KEEP IN MIND....

- Members have the right to union representation at any meeting that may result in disciplinary action, or impact the terms and conditions of employment. Those “[Weingarten Rights](#)” include check-in meetings during the evaluation process.
- In general, grievances over evaluations are usually related to administrators not following the evaluation timelines and procedures. (For example, giving a “Less-than-Satisfactory” rating *without* providing time to show improvement.)
- If your evaluator is not following the process or timelines* the District agreed to, talk to your Association Representative (AR) right away!

*See [Evaluation MOU](#) for all steps & timelines



REFERENCES & RESOURCES:

Article 14 of SDEA Contract & [MOU: Educator Evaluation Plan 2025-27](#)