

# Evaluation Support

## PURPOSE STATEMENT

Human Resources provides a myriad of supports to all Tacoma Public School employees with a strong emphasis on supporting the Whole Educator. Evaluation Support is provided for the support of staff that are performing below District expectations. Evaluation Support also assists evaluators and building administrators with challenging evaluations and/or staff on probation or going through the contract nonrenewal process. The District is required to follow state and federal laws regarding its certificated and classified staff, and Evaluation Support is used to protect the District, its employees, and its students.

The mission of the Tacoma Public Schools Human Resources Department is to connect the right people to the right job to ensure success for every student, every day. It is our vision to make Tacoma Public Schools the school district where every family says, "This is where I want my child to learn," and where every educator says, "this is where I want to work."

## STAKEHOLDERS

- All Tacoma Public Schools employees, including full-time, part-time, and non-regular employees.
- All TPS students

## CASE STATEMENT

Human Resources is responsible for state evaluation compliance components and is committed to providing high quality intervention when employee performance is less than effective as measured by the adopted evaluation. This process involves specific timelines, supports, and strategies designed to improve employee performance as measured by their specific evaluation criteria. When improvement is not shown, this formal process may lead to a plan of improvement followed by the possibility of nonrenewal.

The reduction of this funding leaves the District vulnerable to noncompliance with collective bargaining agreements and potential violations of state law. District staff would be left with less support in navigating related processes and completing evaluations of employee performance.

## WHAT SPECIFIC BOARD-ADOPTED BENCHMARKS WILL BE INFLUENCED BY THIS WORK?

1. Goal 1: Academic Excellence
2. Goal 3: Early Learning
3. Goal 4: Safety
4. Goal 5: Operations
5. Operations

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## Operations

### MEASURABLE GOALS

1. Human Resources will maintain high-quality evaluation support services by supporting no less than 45 at-risk employees each year of the biennium.

### SCOPE OF WORK

Inputs / Resources	Activities	Outputs / Outcomes
Contractual Services	Second evaluators trained in CEL 5D evaluations to provide third-party assessment of performance as measured; performance coaches to assist employees improve in areas of deficit.	Third-party evidence and documentation supporting a recommendation (or lack thereof) to support probation process or nonrenewal of contract for provisional employee. District meets compliance requirements for state and federal law and collective bargaining agreements. Decreased litigation time and fees; ensuring staff in our buildings and departments are effective and talented; employee performance improvement.
Certificated and Classified Release Time and Substitutes	Supports job-embedded professional development and real-time feedback from coaches; dedicated time for evaluators to focus on completing challenging evaluations; tracking of all evaluations and completion status.	District meets compliance requirements for state and federal law and collective bargaining agreements. Valuable experience for affected employees; evaluations that are required by law are completed and submitted in a timely manner; Teacher Principal Evaluation Project compliance.

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## Operations

PROGRAM COST - BUDGET USE ONLY

<i>Fund Description</i>	<i>20-21 FTE</i>	<i>Salaries &amp; Benefits</i>	<i>Supplies</i>	<i>Contract Services</i>	<i>Travel</i>	<i>Capital Outlay</i>	<i>Total</i>
Total							