

## LEVEL 1 (NON-TENURED) TEACHER EVALUATION PROTOCOLS

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In accordance with Section 6.2 of the Collective Bargaining Agreement, all staff newly hired by the school board are employed under probationary contracts for 2 full consecutive years of employment. As a result, the successful completion of 2 consecutive years of employment with the district is an important milestone - we are formally stating that the teacher deserves to be “tenured.”

To make this determination, Principals and Directors will establish an evaluation portfolio for all level 1 teachers. The portfolio shall consist of (but not limited to):

- Observations, structured walkthroughs, class visits, and other supporting documents.
- Use of student performance data from district sources such as, but not limited to Data Walls, VCAT, Grade Profiles, Class-Specific, etc...
- Any other completed class supervision documents.
- A formal written recommendation to the Superintendent recommending (or not) tenure of the Level 1 teacher.

The formal written recommendation to the Superintendent shall be made by the end of January of the second consecutive year of teaching.

**However, the standard for non-renewal for a probationary teacher’s contract shall be just and sufficient cause if the teacher has not received at least two written performance evaluations per year of probationary service.**