

Certified Evaluations of Staff Represented by JCTA

For the purposes of non-administrative certified evaluations, the 2019-2020 summative evaluations shall be extended to the 2020-2021 academic year with all observations conducted in the 2019-2020 academic year used toward the respective summative evaluations, postponing all summative evaluations for one year from their current required year (e.g., summative evaluations due in 2020 are due in 2021, those due in 2021 are due in 2022, and those due in 2022 are due in 2023) with the exceptions listed below.

Certified employees without a break in service prior to the start of the 2020-2021 academic year and who have completed their fourth year toward a continuing contract, will be granted a continuing contract once they complete the first day in the 2020-2021 academic year as required by statute.

Exceptions

- A. Employee summative evaluations may be completed during the 2019-2020 school year only for those who had all observations completed by March 13, 2020.
- B. Non-renewals that have completed all required observations will move forward
- C. Disciplinary non-renewals will move forward
- D. Employees currently on Intensive Support

By mutual agreement of the evaluator and evaluatee, summative evaluation conferences for item A above, may be held virtually through video conferencing; otherwise these conferences will be completed in person during the 2020-2021 school year.

Summative evaluation conferences for items B and C above shall be conducted virtually through video conferencing with JCTA representation.

It is recommended all virtual conferences be recorded (using the video conferencing recording system or some other means) and kept on file with the supervisor. Email shall be used as notification to the employee and JCTA representative of conference summary receipt, acknowledgement and non-renewal recommendation. Non-renewal notice shall come from the superintendent using regular processes.

All certified employees who were on Intensive Support on March 13, 2020, shall have their intensive support timelines frozen at the number of days as of March 13, 2020, and the intensive support shall resume when JCPS returns to normal operations.