

## **Suggested Changes to the Certified Personnel Evaluation Plan as Recommended by the Educator Quality Oversight Committee**

It is recommended that the following statement be added to the CPEP and implemented for the 2021-2022 academic year.

*If a priority has been mutually agreed upon by the District and the Association, evaluatees shall include a goal in their Professional Growth Plan that addresses this priority. JCPS and JCTA are strongly encouraged to identify such a priority by March 1 of the previous school year.*

The additional statement will be placed at each of the following pages and locations:

### **Page 10**

All teachers and other professionals will complete a Self-Reflection and Professional Growth Plan (PGP), the latter of which is produced in consultation with the evaluator.\* Both shall be completed within the first 30 calendar days of reporting for employment. This includes late hires. While self-reflection is ongoing, it shall occur formally in the Fall and in the Spring. *If a priority has been mutually agreed upon by the District and the Association, evaluatees shall include a goal in their Professional Growth Plan that addresses this priority. JCPS and JCTA are strongly encouraged to identify such a priority by March 1 of the previous school year.* A PGP must be recorded on an E2 form. A paper copy of the PGP, signed by both parties, shall be provided to the evaluatee. This process will be completed on an annual basis.

### **Page 19**

A Professional Growth Plan is completed annually by principals and assistant principals in collaboration with the supervisor. The Professional Growth Plan addresses realistic, focused, and measurable professional goals. The plan connects evidence from multiple sources including site-visit conferences, evidence of student progress, and professional growth needs identified through self-assessment and reflection. A mid-year review may be held to review progress and for modification of the plan as appropriate. *If a priority has been mutually agreed upon by the District and the Association, evaluatees shall include a goal in their Professional Growth Plan that addresses this priority. JCPS and JCTA are strongly encouraged to identify such a priority by March 1 of the previous school year.* The PGP is documented on the appropriate district form.

### **Page 26**

While self-reflection is ongoing, it shall occur formally in the Fall and in the Spring. *If a priority has been mutually agreed upon by the District and the Association, evaluatees shall include a goal in their Professional Growth Plan that addresses this priority. JCPS and JCTA are strongly encouraged to identify such a priority by March 1 of the previous school year.* A PGP must be recorded on the district-approved form. A signed copy shall be provided to the evaluatee and kept by the evaluator. This process will be completed on an annual basis.

All administrative district certified personnel will complete a Self-Reflection and Professional Growth Plan (PGP), the latter of which is produced in consultation with the evaluator. Both shall be completed within the first 30 calendar days of reporting for employment. This includes late hires. While self-reflection is ongoing, it shall occur formally in the fall and in the spring. *If a priority has been mutually agreed upon by the District and the Association, evaluatees shall include a goal in their Professional Growth Plan that addresses this priority. JCPS and JCTA are strongly encouraged to identify such a priority by March 1 of the previous school year.* A PGP must be recorded on the district-approved form. A signed copy shall be provided to the evaluatee and kept by the evaluator. This process will be completed on an annual basis.