M E M O R A N D U M

**TO: MATTHEW TURNER, SUPERINTENDENT**

 **MATT MCINTIRE, CHAIRPERSON**

 **BOARD MEMBERS**

**FROM: DR. JIM DETWILER, DEPUTY SUPERINTENDENT/CAO**

**MS. JENNY WATSON, ASSISTANT SUPERINTENDENT**

**DATE: OCTOBER 21, 2020**

**RE: AMENDMENT TO THE CERTIFIED EVALUATION PLAN (CEP) FOR THE 2020-2021 SCHOOL YEAR**

Boone County Schools 50/50 Committee met on October 20, 2020 to make the following recommendations as an amendment to the Certified Evaluation Plan (CEP) for the 2020-21 school year due to COVID-19.

After working with KDE, local districts were granted some flexibility to amend current evaluation processes and provide some relief to administrators and teachers regarding evaluations.  The process required the evaluation point person (Jenny Watson) to first work with Cabinet and the Superintendent on recommendations for amending the current plan. Once this meeting occurred, Jenny Watson met with the CEP 50/50 committee team, comprised of both teachers and administrators, to make the following recommendations:

1. **First Year Teachers**- the plan and timeline stays the same for 1st year teachers as currently written in the 2020-21 CEP plan.
2. **Non-Tenured Teachers**- the plan includes ONE full observation by 4/15 instead of 2 full observations.
3. **Tenured Teachers**- Tenured teachers in SUMMATIVE years WILL receive a formal observation and post conference. Tenured teachers in their NON-SUMMATIVE year do not require a formal observation and post-conference for 2020-21. Evaluators may require or evaluatee may request an additional observation at any time, though it cannot exceed one formal observation per year per currently written in the CEP.
4. **School administrators**- Reduce site visits from TWO visits to ONE visit with a Mid-Year review formative conference to be completed by February 1.
5. **A new clause** will be embedded in the CEP to state*, “At any point, an evaluator may require or evaluatee may request an additional formal observation, but the number of these observations may not exceed the total number of observations outlined in the CEP without this revision.”*

I recommend the Board approve this memorandum of agreement as presented.

**Dr. James Detwiler**

**Deputy Superintendent/CAO**

|  |
| --- |
| 2020-2021 Tenure/Non-Tenure Count by Building |
|  |  |  |  |
|  | **# Non-Tenured Certified Staff**  | **# Tenured Certified Staff in Summative Year** | **# Tenured Certified Staff NOT in Summative Year** |
|  | ***ONE*** *observation would be required but evaluators/evaluatee CAN request ONE more if needed for 2020-21* | ***ONE*** *formal observation would be required for 2020-21* | ***ZERO*** *formal observations would be required for 2020-21* |
| BCHS | 19 | 25 | 54 |
| CHS | 27 | 31 | 39 |
| RCHS | 26 | 16 | 47 |
| RHS | 30 | 26 | 67 |
| IGN | 13 | 6 | 8 |
| RISE | 4 | 5 | 8 |
| BMS | 18 | 10 | 14 |
| CEMS | 27 | 17 | 17 |
| CMS | 10 | 22 | 31 |
| GMS | 9 | 22 | 40 |
| OMS | 10 | 10 | 28 |
| RAJ | 38 | 9 | 17 |
| BES | 12 | 15 | 28 |
| CES | 26 | 19 | 16 |
| EES | 9 | 15 | 24 |
| FES | 20 | 12 | 19 |
| GES | 24 | 7 | 12 |
| KES | 4 | 5 | 14 |
| LBES | 10 | 9 | 37 |
| MES | 10 | 15 | 29 |
| NHES | 4 | 20 | 33 |
| NPES | 5 | 6 | 28 |
| OES | 14 | 15 | 28 |
| SES | 10 | 13 | 24 |
| TES | 8 | 13 | 19 |
| YES | 12 | 14 | 17 |