

Frequently Asked Questions about SPG

How much time will the SPG process take?

- For Practitioners (SJTA members): Based on the focus group and survey data gathered from people in the prototype and pilot phase, over a school year, the new process can take anywhere from 6 to 12 hours outside of the normal work hours. However, many participants stated that most of the time was not an increase in workload because many of the activities were already part of the regular work they do (reflecting on student work, planning differentiation, etc.). As with any process, some people may choose to spend more or less time on various components, therefore, the actual time may vary.

In order to cover a possible impact on your time, SJTA and SJUSD agree that hours spent on the SPG process (that occur beyond the workday) can be documented and turned in for credit toward Continuing Education Hours (up to 20 hours per cycle).

- For Administrators: There are two components of the System of Professional Growth designed to address potential impact on administrators' time. The first is utilizing peer facilitators, which will allow administrators to have lower caseloads than under the current evaluation system. Second, staggering SJTA members with 10 plus years of experience over a 3-year implementation will result in fewer people going through the process per year.

How often will Practitioners go through the SPG cycle?

Practitioners will go through the SPG process as follows:

- Temporary and Probationary members will go through the cycle each year.
- Permanent members with 3-9 years of experience in San Juan will go through the process every other year: year 3, 5, 7, and 9.
- Permanent members with 10 plus years of experience in San Juan will go through the cycle every three years: year 12, 15, 18, 21, etc.

Note: See Side Letter for potential retiree exemption language for 2016-2017.

When will the training for Practitioners be held?

Practitioners receive 2 days of initial training the year they will be going through the SPG process. In order to create maximum flexibility, the two days of training will be offered as follows with both 'Day 1' and 'Day 2' being required:

'Day 1' Training Options

Monday, June 6
Wednesday, June 8
Wednesday, June 15
Wednesday, August 3
Monday, August 8

'Day 2' Training Options

Tuesday, June 7
Thursday, June 9
Thursday, June 16
Thursday, August 4
Tuesday, August 9

For those unable to attend any of the dates offered during the summer, additional training will be available during the 2016-17 school year.

Members will be paid at their per diem rate for attending training that occurs outside the work year.

How will Facilitators be trained?

Both Peer and Administrator Facilitators will receive extensive and on-going training. The initial training will be 4 days: June 13-14 and August 1-2. On-going training will be embedded through the year to support the skill development necessary to be successful in the SPG process.

Can I select anyone to be my Peer Facilitator?

No. In the prototype and pilot, we used a release time model to allow for maximum flexibility with peer facilitators. We discovered that the work of a peer facilitator in addition to a classroom assignment is not manageable. In order to ensure quality, there will be 10 full time release positions.

How will Peer Facilitators be selected?

Upon ratification by SJTA membership and School Board approval, the Peer Facilitator positions will be posted. The selection process includes paper screening, an interview and finally an observation. For additional details on minimum qualification please see section 3.04.8 of the Tentative Agreement.

How will Peer Facilitators be assigned?

Only members, with 3 or more years experience, that request a peer have the opportunity to work with a peer in the SPG Process. Those members interested in continuing to work with their administrator will be able to do so.

After requesting a peer, the Professional Growth Team (see Tentative agreement section 3.04.7 for additional details) will review all requests. The Team shall assign Practitioners to either site administrator facilitators or Peer Facilitators based on the following order:

1. Preference indicated;
2. Availability of a peer;
3. Prior cycle facilitator (*not applicable for the 2016-17 school year*);
4. Administrative Caseload;
5. District seniority.

Note: Peer Facilitators will likely have caseloads of 25 peers, which will allow approximately 250 members to work with a peer per year.