



## San Juan Teachers Association

*"A Union of Professionals"*

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Dear Colleagues,

I am writing to you regarding the possible transformation of our evaluation system to a System of Professional Growth (SPG). As you know, teacher evaluation remains a hot topic across the country, and many states and districts are creating systems that are, at best, compliance-based, ineffective and largely meaningless; at their worst, they are harmful to the students we serve and the profession we value. California has not yet taken legislative action on this issue, but the Legislature will be considering bills that may change evaluation this legislative cycle. In San Juan, we have a rare opportunity.

We have the opportunity to impact that conversation and any pending legislation. By taking the lead to determine what we value as professionals and creating a system that moves beyond superficial measures to one that supports the growth of our professional practice, we are changing the conversation at the Capitol. Here is how we got to this point...

We began the work in 2013 in partnership with the District by reviewing research recommendations and then soliciting feedback from you, the current 'users' of our evaluation system: practitioners (nurses, counselors, teachers, etc.).

Based on the research and the results of the survey, our joint team designed the System of Professional Growth (SPG) prototype that included various components that would support meaningful growth of professional practice. *Please review the key shifts identified in the table on the back of this page.*

We conducted the SPG prototype during the 2014-2015 school year that involved approximately 90 participants (including members from ECE, Elementary, Middle and High School). The participants met in focus groups multiple times over the course of the year to provide feedback about strengths and areas of weakness of the prototype. The feedback was overwhelmingly positive, and indicated the new system was on the right track, but still needed some adjustments.

The SPG Pilot, which is in progress this year, includes: Casa Roble High School, Del Campo High School, Carnegie Middle School, Del Dayo Elementary, Del Paso Manor Elementary and individuals at various sites. Throughout this year, the Professional Growth Team will meet with the pilot participants to further refine and improve the System of Professional Growth process.

SJTA will continue to send out updates and other forms of communication to all certificated staff on the progress of the SPG work to keep you fully informed. The SJTA and SJUSD Bargaining Teams will draft the contract language that, if ratified, will replace the current Article 3 Evaluation language. We anticipate the ratification vote on the new language will likely occur in April- May 2016.

Please visit our [sjta.org](http://sjta.org) website for the documents related to System of Professional Growth. We welcome any feedback or questions you may have.

### Key Shifts in SPG

	From Evaluation:	To System of Professional Growth:
Primary Goal of the System	<b>Measure performance to determine proficiency on standards</b>  <i>Pass –Fail</i>	<b>Support the process of reflection, improvement and deepening of practice</b>  <i>Identify Next Steps for Growth</i>
Role of Evaluator	<b>Evaluator:</b>  Captures evidence to determine whether the practitioner is or is not meeting standards  <i>(only Administrator’s role)</i>	<b>Facilitator:</b>  Uses an inquiry process to support the practitioner’s reflection based on evidence to identify next steps for growth  <i>(Administrator or peer)</i>
Role of Practitioner	<b>Passive-</b> Receives information regarding the evaluator’s determination about his/her performance on standards	<b>Active-</b> Provides, presents, and discusses evidence and reflects to determine next steps for improvement and deepening of practice
Standards	Six California Standards for Teacher Profession (CSTP) and all elements with <u>no</u> common language of description of proficiency  <i>(38 elements in all)</i>	Nine Essential Elements based on the CSTP and the Continuum of Teaching Practice with descriptions of practice identified in rubrics*  <i>(Nine Essential Elements)</i>
Main Form(s) of Evidence	Observation notes  <i>(Formal and Informal)</i>	Observations notes  and  any evidence determined by the Practitioner that demonstrates professional practice
Time per cycle	Average time spent on Evaluation process for Option A and B:  2-4 hours	Average time spent on SPG process:  TBD (being documented in the pilot)  Estimated to be between 10-12 hours. Any hours spent outside the workday can be counted for ‘continuing education’ credit
Cycle	1-4 year Practitioners - every year  5-9 year Practitioners - every other year  10+ year Practitioners - <b>every other year</b>	1-4 year Practitioners - every year  5-9 year Practitioners - every other year  10+ year Practitioners - <b>every third year</b>

\* Rubrics for the Essential Elements are available at [sjta.org](http://sjta.org) under the System of Professional Growth tab

If you have any questions, please call or email me at [sbrown@sjta.org](mailto:sbrown@sjta.org) or 916.487.7582. In the meantime, I hope you have a restful holiday break and that you enjoy the time with your family and friends.

Best Regards,

Shannan Brown

