**Amendments to Evaluation Process to promote teacher growth, in alignment with state law**

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| **Topic** | **Previous** | **New** |
| Comprehensive rotation for continuing teacher | At least once in every four years | At least once in every **SIX** year |
| Number of Focus observations | At least four per year:  One must be at least 30 minutes the rest at least 15 minutes | No Change |
| Number of Comprehensive observations | At least six per year:   * One must be at least 30 minutes * the rest at least 15 minutes | At least FOUR per year:   * One must be at least 30 minutes * The rest at least 15 minutes * Total observation time must be at least 90 minutes (for example: 30-20-20-20, OR 30-15-30-15, etc.) |
| Post-observation conversation | Not required | A brief ( ~15 minutes) collaborative dialogue must be held within a week of the 30 minute observation to debrief noticings, wonderings, and feedback, scheduled by administrator.  After each other required observations, staff will respond to noticings, wonderings, and feedback either verbally or in writing. Within a week of receiving written feedback. |

In addition to the above amendments, the parties understand and agree that according to Substitute Senate Bill 5689, “a teacher’s evaluation may not be adversely impacted if the teacher includes curriculum or instructional materials related to sexual orientation including gender expression or identity so long as the subject matter is age-appropriate and connected to the teacher's content area.” The parties agree and understand that school district policies regarding instructional and supplemental materials must still be followed.