CAUSE ADVISORY

CLASSIFIED Evaluation Concerns 2018-19 & 2019-20 Instructional Years

Attention, All CLASSIFIED Employees,

BACKGROUND:

CAUSE considers the yearly evaluation process a critical component of any employee's experience with the CUSD, because positive evaluations serve to formally record an employee's high quality performance. For this reason, Union Leadership welcomes the evaluation process. We consider it one of the, if not the single most important responsibility of District administration.

The evaluation process is designed to be a GROWTH ORIENTED process. It is not designed for evaluators to sit quietly on concerns throughout the year, and then play "Gotcha'!" at the end of the evaluation cycle by recording previously unaddressed concerns. The bargaining partners designed the evaluation process to:

- * provide administrative opportunities to clarify the performance concern
- * help the employee better understand expectations going forward
- * and allow the employee to demonstrate improvement over time

CONCERNS:

Unfortunately, Union leadership recently learned of several CLASSIFIED evaluation concerns. These concerns, potentially violations as we understand them, currently fall into three categories:

- 1. *Inappropriate/Incorrect Marks:* the recording of evaluation marks/comments that failed to meet the criteria and provisions in Article 3.
- 2. **Process Violations**: evaluations processes that do not resemble the provisions and timelines in Article 3

3. **Skipped Evaluations:** annual evaluations, which should have occured <u>each instructional year</u>, but were either not completed or even begun

UNION EFFORTS to RESOLVE the CONCERNS:

The above in mind, the Union has submitted an information request to District Leadership. We genuinely hope that the CUSD can reconcile the concerns/violations shared by our members. This information request provides Superintendent D. Rigby, Assistant Superintendent M. Fitzgerald, and Human Resource Director D. Zapata an opportunity to clarify the District's actions by providing data that would resolve the Union's concerns. This request has been attached, for those who wish to review our inquiry.

MOVING FORWARD:

As we provide the District a few weeks to collect and present the requested information, Union leadership will continue to maintain and collect outstanding concerns. If your experience resembles any of the 3 areas of concern (*above*), please feel free to contact us and share your experience. Although several individuals have already come forward, we fear there may be others who have been subjected to these conditions.

In Service,

~ CAUSE Leadership

* C.A.U.S.E. - Yes We Can *

[Please feel free to visit to CAUSE website: http://cause2216.org/]

Attachments area