

## SANDRIDGE SCHOOL DISTRICT NO. 172

Date 9-24-20

*In compliance of Public Act 101-0591, the following procedure will go into effect beginning the 2020-2021 school year:*

*If a teacher is deemed "unsatisfactory" through their evaluation they may elect to elicit the following appeal procedure:*

- 1) The "unsatisfactory" teacher will make an official appeal request to the President of the Sandridge Teacher's Union within 10 days of the summative evaluation meeting.
- 2) If the Union President feels there is cause for the "unsatisfactory" rating to be deemed erroneous, then the appeal will continue to step 3. If the Union President feels the "unsatisfactory" score is accurate, the appeal ends.
- 3) The "unsatisfactory" teacher will have the opportunity to have the two other district administrators and two teacher union members review the evidence collected by the district administrator that originally determined the performance score. The two teacher members will need to have successfully completed the state approved PERA teacher evaluation training, or have at least taken reasonable actions to have attempted to do so by enrolling to eventually receive the training.
- 4) The two administrators and teachers will meet to confer and build consensus on their evaluation of the evidence relative to a performance score. If these individuals agree that an "unsatisfactory"

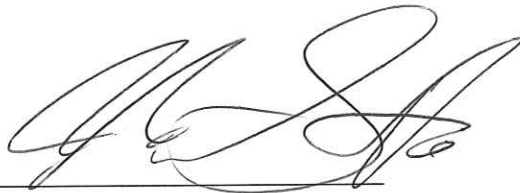
score is accurate, then it remains. If they cannot reach consensus, then the process moves on to step 5.

5) The "unsatisfactory" teacher will have the opportunity to meet with the school board in executive session. While in executive session, one member of the district administration and one member of the Union will summarize the evidence for their conclusion of a performance score. The Board will then be tasked with determining the final score, and its conclusion will be final.

*The Sandridge Teacher's Union will be required to notify the Superintendent each year, on the first day of school, which two teachers will be the potential members that have been selected to be the teachers to examine the evidence. These teachers will need to have successfully completed the State approved evaluation training.*

*Steps 2-4 must be completed within 30 school days. If step 5 becomes necessary, it will occur at the next scheduled school board meeting.*

Superintendent \_\_\_\_\_



Sandridge Union President \_\_\_\_\_

